

**TWENTY-THIRD ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1989-90**

**THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY-ONE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SEVEN STATES**



**OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 31, 1989**

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INTRODUCTION

This study is the twenty-third annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-four university systems in twenty-eight states, and replies were received from thirty-one university systems in twenty-seven states.

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President (Chancellor)	4
Academic Officers	5
Business Officers	9
Student Affairs Officers	15
Operations Officers	22
Public Relations/Development	26
Research Officers	29
Deans	31
Medical Deans	40

TABLE II

A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Forty-Seven States by Equal Employment Opportunity Regions:	
Atlanta Region	42
Chicago Region	56
Dallas Region	71
Denver Region	84
Kansas City Region	92
New York and Boston Regions	100
Philadelphia Region	107
San Francisco Region	115
Seattle Region	123

TABLE III

A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Thirty-One University Systems in Twenty-Seven States	129
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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred forty-seven universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University	Middle Tennessee State University
*Auburn University	*Mississippi State University
Ball State University	*Montana State University
California State University -	Morgan State University
Los Angeles	New Jersey Institute of Technology
Central Michigan University	New Mexico Institution of Mining
Central Missouri State University	and Technology
City University of New York	*New Mexico State University
Graduate School and	*North Carolina State University -
University Center	Raleigh
*Clemson University	*North Dakota State University
Cleveland State University	Northeast Louisiana University
College of William and Mary	Northern Arizona University
Colorado School of Mines	Northern Illinois University
*Colorado State University	Northwest State University of
East Tennessee State University	Louisiana
East Texas State University	Oakland University
Florida Atlantic University	*Ohio State University
*Florida State University	*Ohio University
*Georgia Institute of Technology	*Oklahoma State University
Georgia State University	Old Dominion University
Idaho State University	*Oregon State University
Illinois State University	Sam Houston State University
Indiana State University	San Diego State University
*Indiana University - Bloomington	South Dakota School of Mines
Indiana University of Pennsylvania	*South Dakota State University
Indiana University - Purdue	*Southern Illinois University
University at Indianapolis	at Carbondale
*Iowa State University of Science	Southern Illinois University
and Technology	at Edwardsville
*Kansas State University	*State University of New York -
*Kent State University	Binghamton
Lamar University	*State University of New York -
*Louisiana State University	Buffalo
and A & M College	State University of New York -
Louisiana Tech University	Environmental Science
Memphis State University	*State University of New York -
*Miami University	Stony Brook
*Michigan State University	Stephen F. Austin State University
Michigan Technological University	Tennessee Technological University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

Texas A & I University	*University of Mississippi
*Texas A & M University	*University of Missouri - Columbia
*Texas Southern University	*University of Missouri - Kansas City
*Texas Tech University	*University of Missouri - Rolla
Texas Woman's University	University of Missouri - St. Louis
University of Akron	*University of Nebraska - Lincoln
*University of Alabama	University of Nebraska at Omaha
University of Alabama - Birmingham	University of Nevada, Las Vegas
University of Alabama - Huntsville	*University of Nevada, Reno
*University of Alaska	*University of New Hampshire
*University of Arizona	*University of New Mexico
*University of Arkansas	University of New Orleans
*University of California	*University of North Carolina at Chapel Hill
*University of California - Davis	University of North Carolina at Greensboro
University of California - Santa Barbara	*University of North Dakota
University of California - Santa Cruz	University of North Texas
University of Central Florida	University of Northern Colorado
*University of Cincinnati	University of Northern Iowa
University of Colorado at Denver	*University of Oklahoma
*University of Connecticut	*University of Oregon
*University of Delaware	University of South Alabama
*University of Florida	*University of South Carolina, Columbia
*University of Georgia	*University of South Dakota
*University of Houston	University of Southern Mississippi
*University of Idaho	University of Southwestern Louisiana
*University of Illinois at Chicago	*University of Tennessee at Knoxville
*University of Illinois at Urbana-Champaign	University of Texas at Arlington
*University of Iowa	*University of Texas at Austin
*University of Kansas	University of Texas at Dallas
*University of Kentucky	University of Texas at El Paso
*University of Louisville	*University of Toledo
University of Lowell	*University of Utah
University of Maryland - Baltimore	*University of Vermont
*University of Maryland at College Park	*University of Virginia
*University of Massachusetts	
*University of Michigan at Ann Arbor	
*University of Minnesota - Twin Cities	

*Member of National Association of State Universities and Land-Grant Colleges

TABLE I (Continued)

*University of Wisconsin at Milwaukee	*Washington State University
*University of Wyoming	*Wayne State University
*Utah State University	*West Virginia University
*Virginia Commonwealth University	Western Michigan University
*Virginia Polytechnic Institute and State University	Wichita State University
	Wright State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

Rank	Salary
1	160,000 *
2	146,500 *
3	146,280 *
4	145,000 *
5	140,000 *
6	135,000 *
7	124,500 *
8	123,500 *
9	121,325 *
10	118,000 *
11	117,900 *
12	115,000 *
13	110,000 *
14	95,000 *
15	92,880 *

Average *** 126,397

Average All 126,059

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	168,000 *
2	165,100 *
3	162,839 *
4	161,750 *
5	155,000 *
6	151,580 *
7	150,500 *
8	148,785 *
9	146,700 *
10	144,500 *
11	144,309 *
12	143,378 *
13	143,378 *
14	143,377 *
15	143,000 *
16	142,750 *
17	142,000 *
18	138,900 *
19	137,000 *
20	135,000 *
21	135,000 *
22	135,000 *
23	134,100 *
24	134,000 *
25	132,145 *
26	131,000 *
27	130,500 *
28	130,338 *
29	130,000 *
30	129,860 *
31	129,710 *
32	129,675 *
33	129,388 *

Rank	Salary
34	127,440 *
35	127,000 *
36	127,000 *
37	126,800 *
38	126,800 *
39	126,800 *
40	126,563 *
41	125,490 *
42	125,489 *
43	125,400 *
44	125,000 *
45	124,000 *
46	123,424 *
47	122,040 *
48	122,000 *
49	122,000 *
50	121,000 *
51	120,000 *
52	118,800 *
53	118,250 *
54	116,550 *
55	115,000 *
56	115,000 *
57	114,800 *
58	114,500 *
59	114,000 *
60	114,000 *
61	113,376 *
62	112,552 *
63	111,804 *
64	111,510 *
65	111,241 *
66	110,516 *
67	110,500 *
68	110,500 *
69	110,458 *
70	110,000 *
71	110,000 *
72	110,000 *
73	109,857 *
74	109,150 *
75	108,999 *
76	108,790 *
77	107,568 *
78	107,000 *
79	106,576 *
80	106,300 *
81	106,200 *
82	106,200 *
83	106,164 *
84	105,000 *
85	104,700 *
86	104,700 *
87	104,000 *
88	104,000 *
89	103,400 *
90	102,160 *
91	101,900 *
92	101,200 *
93	100,755 *
94	100,128 *
95	100,020 *
96	100,006 *
97	100,000 *

Rank	Salary
98	99,789 *
99	99,225 *
100	97,200 *
101	97,200 *
102	97,108 *
103	96,813 *
104	95,760 *
105	95,200 *
106	95,000 *
107	95,000 *
108	92,880 *
109	91,831 *
110	90,972 *
111	89,804 *
112	88,400 *
113	85,696 *
114	84,800 *
115	83,900 *
116	83,555 *
117	83,500 *
118	82,599 *
119	80,000 *
120	79,500 *
121	79,100 *
122	77,308 *
123	77,308 *
124	77,308 *
125	77,308 *
126	76,000 *
127	62,160 *
128	62,118 *

Average *** 121,283

Average All 113,948

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TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	147,960 *
2	141,750 *
3	138,000 *
4	(136,500) *
5	131,000
6	126,000 *
7	123,000 *
8	120,000 *
9	120,000 *
10	119,600 *
11	119,067
12	118,900 *
13	117,200 *
14	115,000 *
15	112,154 *
16	111,450 *
17	111,300 *
18	110,000
19	109,000 *
20	(107,831) *
21	106,600 *
22	106,000 *
23	106,000 *
24	106,000
25	103,312
26	102,250
27	101,000
28	(100,000)
29	(100,000)
30	(99,528)
31	99,000
32	99,000 *
33	99,000
34	97,500
35	(97,000)
36	97,000
37	96,504
38	95,498
39	95,498 *
40	95,004
41	95,000 *
42	95,000
43	95,000 *
44	94,778
45	94,500 *
46	94,359 *
47	93,600 *
48	93,500 *
49	93,400
50	93,266
51	93,000 *
52	93,000 *
53	92,650
54	92,000 *
55	91,900
56	91,500 *
57	91,200
58	90,235 *
59	90,000
60	90,000 *

Rank	Salary
61	89,586 *
62	88,000 *
63	86,920 *
64	85,600
65	85,418
66	84,000 *
67	83,118 *
68	83,025
69	83,000 *
70	82,412
71	81,718
72	81,400
73	81,026
74	80,725 *
75	80,460 *
76	80,288
77	80,000
78	80,000
79	(80,000) *
80	78,750
81	78,489
82	78,344 *
83	(77,695)
84	76,432 *
85	76,330
86	75,200
87	74,970
88	73,470
89	72,885
90	72,260
91	71,844 *
92	70,000
93	68,716
94	68,065
95	67,990 *
96	67,572 *
97	65,537
98	64,000
99	63,800 *
100	62,510 *
101	62,400

Average *** 98,975

Average All 93,458

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	131,000 *
2	130,000 *
3	127,000 *
4	126,000 *
5	125,000 *
6	124,400 *
7	123,630 *
8	121,900 *
9	121,000 *
10	121,000 *
11	120,500 *

Rank	Salary
12	120,000 *
13	119,000 *
14	117,500 *
15	117,000 *
16	116,000
17	111,450 *
18	110,400 *
19	110,000 *
20	(107,831) *
21	106,150 *
22	102,400 *
23	101,892 *
24	101,500
25	100,965
26	(100,000)
27	(100,000)
28	99,750
29	(99,528)
30	98,616 *
31	97,520
32	97,500 *
33	(97,000)
34	95,665 *
35	95,500 *
36	95,000
37	94,930 *
38	94,264
39	90,552
40	90,516 *
41	90,130
42	90,000
43	86,000 *
44	85,000 *
45	84,750
46	83,076 *
47	(80,000) *
48	78,046
49	(77,695)
50	51,110

Average *** 109,433

Average All 103,313

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary	Rank	Salary	Rank	Salary
1	108,248 *	61	72,765	125	54,293
2	107,500 *	62	72,600 *	126	53,550 *
3	105,000 *	63	72,500	127	53,200
4	105,000 *	64	72,400 *	128	52,843
5	104,900 *	65	72,024	129	52,300 *
6	101,000 *	66	72,000 *	130	52,246
7	99,000 *	67	72,000 *	131	52,042
8	98,110 *	68	71,700	132	50,490
9	96,000 *	69	71,472	133	50,400 *
10	95,500 *	70	71,196 *	134	49,778
11	93,513	71	71,177 *	135	49,400
12	93,300 *	72	70,500	136	44,720
13	92,000 *	73	70,035	137	44,000
14	91,100 *	74	70,035 *	138	42,375
15	91,000 *	75	70,000 *	139	33,649
16	90,263 *	76	70,000	140	33,000
17	90,000 *	77	69,163		
18	89,300	78	69,000	Average ***	78,003
19	88,000 *	79	68,640		
20	86,675 *	80	68,575	Average All	71,643
21	86,594 *	81	68,200		
22	85,671 *	82	68,064		
23	(85,625) *	83	68,004		
24	85,350 *	84	68,000 *		
25	84,500 *	85	67,500		
26	84,500	86	67,104 *		
27	84,000 *	87	66,850		
28	83,531 *	88	66,800		
29	83,000	89	66,600		
30	83,000 *	90	66,000 *		
31	82,500 *	91	65,730		
32	82,430	92	65,600 *		
33	82,250 *	93	65,515 *		
34	81,500 *	94	65,376 *		
35	81,360	95	65,000 *		
36	81,205 *	96	64,600		
37	81,174 *	97	64,346		
38	81,100 *	98	64,300 *		
39	81,046 *	99	64,100		
40	80,000 *	100	63,310		
41	79,550 *	101	62,927		
42	79,000 *	102	62,500 *		
43	78,469 *	103	62,000		
44	78,228 *	104	61,640		
45	78,078 *	105	61,371		
46	78,000	106	60,900		
47	77,898 *	107	60,820		
48	77,500 *	108	60,450		
49	76,944 *	109	59,500		
50	76,392 *	110	59,280		
51	75,000	111	59,044		
52	75,000 *	112	59,000 *		
53	74,404 *	113	58,945		
54	74,304 *	114	58,625 *		
55	74,000 *	115	58,600 *		
56	73,895 *	116	58,510 *		
57	73,524 *	117	58,124		
58	73,500	118	58,025		
59	73,068 *	119	57,800		
60	73,000 *	120	57,216		
		121	57,000 *		
		122	55,640 *		
		123	54,915 *		
		124	54,560		

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	86,000 *
2	81,000 *
3	78,273 *
4	77,850 *
5	75,000 *
6	74,500 *
7	74,200 *
8	74,200 *
9	72,000 *
10	71,179 *
11	69,500 *
12	68,020 *
13	67,700 *
14	67,000 *
15	67,000 *
16	(66,000) *
17	65,813 *
18	65,200 *
19	64,800 *
20	(64,293) *
21	64,253 *
22	64,000 *
23	63,218 *
24	63,000 *
25	60,936 *
26	(60,908) *
27	60,585 *
28	59,970 *
29	59,754 *
30	58,000 *
31	57,561 *
32	57,200 *
33	57,000 *
34	57,000 *
35	56,560 *
36	56,295 *
37	55,750 *
38	55,650 *
39	55,137 *
40	55,000 *
41	54,050 *
42	53,700 *
43	53,158 *
44	53,000 *
45	53,000 *
46	52,550 *
47	52,450 *
48	52,163 *
49	51,550 *
50	51,500 *
51	51,360 *
52	51,323 *
53	51,300 *
54	51,230 *
55	51,150 *
56	51,000 *
57	51,000 *
58	50,532 *
59	50,424 *
60	50,350 *

Rank	Salary
61	50,300 *
62	50,277 *
63	50,000 *
64	50,000 *
65	49,387 *
66	49,350 *
67	49,321 *
68	(48,700) *
69	48,581 *
70	48,442 *
71	48,000 *
72	48,000 *
73	(47,903) *
74	47,520 *
75	47,500 *
76	(45,000) *
77	45,000 *
78	44,700 *
79	44,652 *
80	44,464 *
81	44,400 *
82	43,989 *
83	42,500 *
84	42,357 *
85	42,308 *
86	42,200 *
87	42,000 *
88	40,687 *
89	40,176 *
90	40,000 *
91	40,000 *
92	39,270 *
93	39,183 *
94	38,940 *
95	38,800 *
96	38,325 *
97	37,647 *
98	37,451 *
99	36,750 *
100	36,017 *
101	36,000 *
102	35,000 *
103	34,889 *
104	34,680 *
105	33,996 *
106	33,400 *
107	32,320 *
108	32,130 *

Rank	Salary
109	31,716 *
110	31,056 *
111	30,000 *
112	28,765 *
113	28,000 *
114	25,598 *
115	24,100 *
Average ***	53,745
Average All	51,094

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary	Rank	Salary	Rank	Salary
1	118,680 *	61	73,600 *	125	57,000
2	115,000 *	62	73,500 *	126	56,805
3	102,850 *	63	73,500 *	127	56,650
4	102,400 *	64	73,400 *	128	56,540 *
5	101,220 *	65	73,010 *	129	56,440
6	97,000 *	66	73,000 *	130	56,314 *
7	95,392 *	67	72,888 *	131	56,241
8	92,311 *	68	72,842	132	56,114
9	91,773 *	69	72,500	133	56,000
10	91,620 *	70	72,500	134	56,000 *
11	90,660 *	71	72,000 *	135	55,655
12	90,623 *	72	71,670	136	55,488
13	90,406 *	73	71,550 *	137	55,234
14	89,933 *	74	71,477 *	138	55,000 *
15	89,600 *	75	71,448 *	139	54,909 *
16	89,500 *	76	71,000 *	140	54,587 *
17	89,300	77	70,700	141	54,496 *
18	89,100 *	78	70,000	142	54,434
19	89,000 *	79	70,000	143	54,381
20	88,978 *	80	68,600 *	144	54,080 *
21	88,452 *	81	68,500 *	145	53,624
22	88,446 *	82	68,000	146	53,522
23	87,000 *	83	68,000	147	53,443
24	86,800 *	84	67,990	148	53,175 *
25	86,500	85	67,956 *	149	53,100 *
26	85,861 *	86	67,600 *	150	52,590
27	85,814 *	87	66,648	151	52,518 *
28	85,000 *	88	66,396 *	152	52,500
29	84,000	89	66,200 *	153	52,500
30	84,000 *	90	66,150	154	52,176
31	83,004	91	65,860 *	155	51,700
32	82,247 *	92	65,477 *	156	51,555
33	82,080 *	93	65,430	157	51,150 *
34	81,861 *	94	65,376 *	158	50,498
35	80,892	95	65,372 *	159	50,000
36	80,016 *	96	64,598 *	160	49,782 *
37	79,700 *	97	64,400	161	49,230
38	79,250 *	98	64,189	162	48,204
39	79,236 *	99	63,128 *	163	(47,903)
40	78,400 *	100	63,100	164	47,864
41	78,300	101	62,832 *	165	47,780 *
42	78,300 *	102	62,800 *	166	47,352
43	77,000 *	103	62,716 *	167	47,112
44	77,000 *	104	62,550 *	168	47,087
45	76,520 *	105	62,500 *	169	46,526
46	76,250	106	62,500 *	170	46,176
47	76,000	107	61,525	171	45,255
48	75,600 *	108	61,500 *	172	44,000
49	75,600	109	60,750 *	173	43,946
50	75,579 *	110	60,436	174	42,230
51	75,500 *	111	60,070 *	175	42,115
52	75,244	112	60,038 *	176	41,513
53	74,800 *	113	59,870	177	41,397 *
54	74,349	114	59,000	178	40,899 *
55	74,331	115	58,824		
56	74,300	116	58,416 *	Average ***	73,138
57	74,300 *	117	58,400 *		
58	74,103 *	118	57,950	Average All	67,662
59	73,850	119	57,800 *		
60	73,830 *	120	57,725		
		121	57,400		
		122	57,174		
		123	57,083 *		
		124	57,036 *		

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	146,475 *
2	127,600 *
3	(125,000) *
4	124,500 *
5	115,500 *
6	115,300 *
7	(113,900) *
8	113,000 *
9	112,000 *
10	111,100 *
11	110,000 *
12	109,500 *
13	109,229 *
14	109,200 *
15	108,000 *
16	107,500 *
17	106,700 *
18	(105,595) *
19	105,167 *
20	105,050 *
21	105,009 *
22	105,000 *
23	105,000 *
24	103,000 *
25	(100,776) *
26	100,680 *
27	100,500 *
28	99,631 *
29	99,621 *
30	99,100 *
31	98,000 *
32	98,000 *
33	97,000 *
34	(96,000) *
35	95,500 *
36	95,000 *
37	95,000 *
38	94,904 *
39	94,500 *
40	94,283 *
41	94,250 *
42	94,149 *
43	93,228 *
44	92,882 *
45	92,634 *
46	92,500 *
47	92,000 *
48	91,500 *
49	91,000 *
50	90,000 *
51	90,000 *
52	(89,300) *
53	89,000 *
54	88,621 *
55	88,295 *
56	88,200 *
57	88,000 *
58	87,570 *
59	87,445 *
60	86,938 *

Rank	Salary
61	86,500 *
62	86,004 *
63	86,000 *
64	85,489 *
65	85,000 *
66	85,000 *
67	85,000 *
68	84,996 *
69	84,530 *
70	84,457 *
71	84,426 *
72	84,000 *
73	83,800 *
74	82,800 *
75	82,400 *
76	82,000 *
77	81,200 *
78	81,127 *
79	81,026 *
80	81,000 *
81	80,699 *
82	(80,480) *
83	80,068 *
84	80,000 *
85	79,955 *
86	79,920 *
87	79,920 *
88	79,800 *
89	79,420 *
90	79,327 *
91	78,500 *
92	78,000 *
93	(77,650) *
94	(76,824) *
95	76,674 *
96	76,608 *
97	76,500 *
98	76,330 *
99	(76,140) *
100	76,125 *
101	75,000 *
102	74,917 *
103	74,560 *
104	74,200 *
105	73,684 *
106	72,950 *
107	72,885 *
108	72,685 *
109	72,500 *
110	72,500 *
111	72,010 *
112	71,919 *
113	71,724 *
114	71,600 *

Rank	Salary
115	70,200 *
116	68,415 *
117	67,500 *
118	66,612 *
119	66,001 *
120	64,293 *
121	63,440 *
122	63,000 *
123	60,735 *
124	58,000 *
125	56,484 *
126	46,274 *
Average ***	93,609
Average All	87,969

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	110,000 *
2	98,900 *
3	93,000 *
4	89,610 *
5	88,000 *
6	87,450 *
7	85,700 *
8	83,900 *
9	83,600 *
10	82,430 *
11	82,000 *
12	82,000 *
13	79,900 *
14	79,673 *
15	78,600 *
16	78,500 *
17	76,962 *
18	76,000 *
19	76,000 *
20	75,800 *
21	75,710 *
22	75,684 *
23	75,608 *
24	75,068 *
25	(75,000) *
26	75,000 *
27	74,566 *
28	74,480 *
29	74,280 *
30	72,000 *
31	71,715 *
32	70,875 *
33	70,084 *
34	70,000 *
35	70,000 *
36	69,801 *
37	69,600 *
38	69,600 *
39	69,570 *
40	69,000 *
41	68,081 *
42	68,004 *
43	67,736 *
44	67,200 *
45	67,000 *
46	66,840 *
47	66,700 *
48	66,520 *
49	66,500 *
50	66,348 *
51	64,600 *
52	64,200 *
53	63,795 *
54	63,750 *
55	63,630 *
56	63,600 *
57	62,000 *
58	61,800 *
59	61,000 *
60	60,750 *

Rank	Salary
61	60,700 *
62	60,444 *
63	60,422 *
64	60,000 *
65	59,427 *
66	59,400 *
67	58,800 *
68	58,800 *
69	58,656 *
70	58,080 *
71	58,062 *
72	58,000 *
73	(58,000) *
74	57,960 *
75	57,800 *
76	57,348 *
77	56,854 *
78	56,801 *
79	56,800 *
80	56,710 *
81	56,100 *
82	55,363 *
83	55,000 *
84	54,685 *
85	54,600 *
86	54,541 *
87	54,490 *
88	54,180 *
89	54,050 *
90	54,042 *
91	54,000 *
92	53,106 *
93	52,400 *
94	52,172 *
95	51,584 *
96	51,470 *
97	51,136 *
98	51,110 *
99	50,675 *
100	50,000 *
101	49,700 *
102	49,332 *
103	48,880 *
104	48,441 *
105	47,944 *
106	47,882 *
107	47,568 *
108	(46,767) *
109	46,403 *
110	45,386 *
111	45,000 *
112	44,351 *
113	44,310 *
114	44,295 *
115	42,500 *
116	42,000 *
117	41,260 *
118	38,774 *
119	30,334 *

Average *** 67,717

Average A11 63,198

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	101,500 *
2	97,500 *
3	91,000 *
4	81,500 *
5	76,000 *
6	(75,000) *
7	72,000 *
8	(71,962) *
9	70,080 *
10	69,801 *
11	69,500 *
12	65,875 *
13	63,800 *
14	63,630 *
15	63,500 *
16	60,200 *
17	59,917 *
18	58,127 *
19	(58,000) *
20	57,450 *
21	56,676 *
22	56,400 *
23	56,000 *
24	53,850 *
25	51,900 *
26	51,750 *
27	50,900 *
28	50,843 *
29	50,672 *
30	49,660 *
31	49,000 *
32	47,880 *
33	46,494 *
34	46,233 *
35	46,000 *
36	44,752 *
37	44,000 *
38	43,654 *
39	43,056 *
40	42,545 *
41	42,500 *
42	42,300 *
43	42,250 *
44	42,224 *
45	41,410 *
46	41,400 *
47	41,388 *
48	41,042 *
49	40,950 *
50	40,752 *
51	39,935 *
52	39,819 *
53	39,510 *
54	38,195 *
55	37,450 *

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
56	37,236
57	37,231
58	35,800 *
59	35,365
60	34,816 *
61	34,720
62	33,800 *
63	33,370
64	33,000 *
65	32,793
66	32,614
67	32,500 *
68	32,016
69	31,921
70	31,200 *
71	28,000
72	27,000
73	26,796
74	26,796
75	25,967
76	25,200 *

Average *** 52,647

Average All 48,525

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	85,700 *
2	79,104
3	(77,970) *
4	77,910 *
5	76,704
6	76,000
7	75,583
8	72,800
9	72,190 *
10	(71,962) *
11	71,800 *
12	71,537 *
13	69,801 *
14	69,300 *
15	68,004 *
16	67,000 *
17	62,988 *
18	60,527 *
19	59,500 *
20	58,803 *
21	(58,000) *
22	57,875
23	57,141 *
24	56,700
25	55,440 *

Rank	Salary
26	55,000
27	54,500
28	52,563
29	52,500
30	52,008
31	51,000 *
32	50,605 *
33	50,498
34	49,005 *
35	48,400 *
36	47,000
37	41,868
38	41,860
39	40,514
40	40,008 *
41	39,450 *
42	38,517 *
43	38,390 *
44	38,325
45	36,372
46	36,184 *
47	35,693
48	32,191 *
49	28,350
50	26,990 *
51	23,167

Average *** 57,440

Average All 55,123

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	71,978 *
2	71,175 *
3	69,095 *
4	68,000 *
5	67,200 *
6	66,900 *
7	66,000 *
8	65,300 *
9	64,827 *
10	63,630 *
11	62,885 *
12	62,800 *
13	62,600 *
14	62,475 *
15	61,725 *
16	61,197 *
17	60,500 *
18	59,352 *
19	59,200 *
20	58,774
21	58,396 *
22	58,000 *
23	(58,000) *
24	57,946 *
25	57,800
26	57,780

Rank	Salary
27	57,312
28	56,700 *
29	56,116 *
30	55,000 *
31	54,948
32	54,433 *
33	54,400 *
34	54,144 *
35	54,066 *
36	54,000
37	53,807 *
38	53,372 *
39	53,258
40	52,904 *
41	52,872 *
42	52,250
43	52,196 *
44	52,162 *
45	52,162 *
46	51,880
47	51,400 *
48	51,395
49	51,322 *
50	51,096
51	50,670 *
52	50,136
53	49,920 *
54	49,410 *
55	49,388
56	49,336
57	49,200 *
58	49,008 *
59	48,865 *
60	48,600 *
61	48,600 *
62	48,500 *
63	48,500 *
64	48,488
65	48,400 *
66	48,300
67	48,250
68	47,943 *
69	47,900 *
70	47,272
71	46,908 *
72	46,725 *
73	46,691 *
74	46,452 *
75	46,310 *
76	46,110
77	45,890 *
78	45,490 *
79	45,285
80	45,150
81	(45,000) *
82	45,000
83	44,880 *
84	44,800

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
85	44,520 *
86	44,500 *
87	44,245
88	44,000
89	43,860
90	43,660
91	43,350
92	43,056
93	43,000
94	42,783
95	42,630 *
96	(42,120)
97	42,120
98	42,050 *
99	42,022 *
100	42,000 *
101	41,484
102	41,293 *
103	41,250 *
104	40,872
105	40,650 *
106	40,080 *
107	40,000
108	40,000
109	39,935
110	39,876 *
111	39,071
112	38,610
113	38,326
114	38,069
115	37,809 *
116	37,164 *
117	37,128 *
118	37,128
119	36,999 *
120	36,750
121	36,744
122	36,573
123	36,296
124	35,380
125	34,893
126	34,056 *
127	32,875 *
128	31,470
129	31,000
130	30,557
131	30,202
132	28,232
133	27,905
134	27,552 *
135	24,754

Average *** 51,527

Average A11 48,037

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	82,600 *
2	78,928 *
3	74,500 *
4	72,276
5	72,250 *
6	71,500 *
7	70,800 *
8	70,500 *
9	68,171 *
10	65,091
11	65,000 *
12	65,000 *
13	64,785 *
14	64,500
15	63,500 *
16	62,500
17	62,374 *
18	62,348
19	61,790 *
20	61,480 *
21	60,795 *
22	60,600 *
23	60,000 *
24	58,883 *
25	58,662 *
26	(58,000)
27	57,600 *
28	57,432 *
29	57,300 *
30	57,000 *
31	55,650 *
32	55,600 *
33	55,385 *
34	54,541
35	54,516
36	54,228
37	51,769
38	51,288
39	51,271 *
40	51,000
41	50,385 *
42	50,000
43	49,896 *
44	49,220
45	49,200 *
46	48,800 *
47	48,800
48	48,300 *
49	48,300
50	48,200 *
51	48,200
52	48,157 *
53	47,632 *
54	47,557
55	46,992 *

Rank	Salary
56	46,700 *
57	46,674 *
58	46,493 *
59	46,250
60	46,250 *
61	46,217 *
62	46,000
63	46,000 *
64	45,203 *
65	45,150
66	45,000 *
67	44,647 *
68	44,626
69	44,500
70	44,496
71	44,000 *
72	43,532 *
73	43,184
74	43,160 *
75	42,050 *
76	41,999
77	41,940 *
78	40,980 *
79	40,884 *
80	40,476
81	40,000
82	39,858
83	39,796 *
84	39,468 *
85	39,416
86	39,349 *
87	38,940
88	37,716 *
89	37,500
90	37,498
91	37,280
92	35,560 *
93	34,840
94	34,205 *
95	34,152
96	34,070
97	33,320
98	33,000
99	32,004
100	31,750 *
101	31,000 *
102	29,750
103	27,786
104	27,694
105	22,594 *

Average *** 52,227

Average A11 49,390

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary	Rank	Salary
1	104,200 *	61	55,452 *
2	101,000 *	62	55,416 *
3	97,100	63	55,116
4	85,996 *	64	55,020 *
5	83,781 *	65	55,000 *
6	83,300 *	66	54,689
7	(81,000) *	67	54,000 *
8	77,910 *	68	54,000 *
9	77,300	69	53,464
10	76,457 *	70	53,150
11	76,333	71	52,910
12	76,000 *	72	52,840 *
13	74,900 *	73	52,600
14	74,000 *	74	52,410
15	73,077 *	75	51,999 *
16	72,804	76	51,110 *
17	72,446 *	77	51,060
18	70,874 *	78	50,400
19	70,319	79	50,000 *
20	69,874 *	80	49,140
21	69,570	81	47,138 *
22	69,336 *	82	(46,767)
23	69,200	83	46,592 *
24	68,262 *	84	46,452 *
25	68,040 *	85	46,289 *
26	67,800 *	86	(46,200)
27	66,150 *	87	46,176 *
28	65,500 *	88	46,100
29	64,400	89	46,010
30	63,710 *	90	45,824 *
31	63,700	91	45,573
32	63,652 *	92	45,536 *
33	63,636	93	44,616
34	63,300	94	44,500 *
35	62,888 *	95	44,300 *
36	62,208 *	96	43,946
37	62,040 *	97	43,500
38	62,004 *	98	43,480
39	61,250 *	99	42,840
40	60,384	100	42,836 *
41	60,000	101	42,750
42	60,000 *	102	41,790
43	59,740	103	41,538
44	59,664 *	104	41,319
45	59,600 *	105	41,208
46	59,520 *	106	39,732
47	59,500 *	107	38,620 *
48	59,388 *	108	38,100 *
49	58,087	109	36,550 *
50	58,000	110	36,182 *
51	(58,000)	111	35,350 *
52	57,924 *	112	34,709
53	57,450 *	113	24,067
54	57,444	114	20,099
55	56,975 *		
56	56,750 *		
57	56,000 *		
58	55,890 *		
59	55,850 *		
60	55,849 *		

Average *** 60,198

Average All 57,314

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	73,680 *
2	63,900 *
3	61,708 *
4	60,200 *
5	59,522 *
6	(58,000)
7	57,367 *
8	(56,268)
9	54,975 *
10	54,207 *
11	53,563 *
12	53,000 *
13	53,000
14	52,724
15	51,850 *
16	(50,796)
17	50,616 *
18	50,592 *
19	50,200 *
20	49,500
21	49,166
22	49,100 *
23	48,644 *
24	47,250 *
25	47,046 *
26	47,035 *
27	46,860
28	46,500 *
29	(46,200)
30	46,115 *
31	45,345 *
32	44,867 *
33	44,363 *
34	44,325
35	44,250
36	44,200 *
37	43,821 *
38	43,654 *
39	43,550 *
40	43,000 *
41	42,590
42	42,500 *
43	42,300
44	42,216 *
45	42,000 *
46	41,748
47	41,223 *
48	41,200 *
49	41,100 *
50	40,535
51	40,000 *
52	39,690 *
53	39,452 *
54	39,251
55	39,060

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(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
56	38,676
57	38,176
58	37,918 *
59	37,602
60	37,500 *
61	37,500
62	36,250
63	36,096 *
64	36,000 *
65	35,360
66	35,300
67	34,960
68	34,934 *
69	34,716
70	34,440
71	34,072
72	33,949
73	33,899
74	33,774
75	33,405 *
76	32,600 *
77	32,460
78	32,088 *
79	31,959 *
80	31,910
81	31,661
82	31,572
83	31,500
84	31,361
85	30,500
86	30,432 *
87	29,800 *
88	29,230
89	28,088 *
90	28,976
91	28,500 *
92	28,500 *
93	28,123 *
94	27,965 *
95	27,400 *
96	27,329 *
97	27,012 *
98	27,000
99	26,520
100	26,213
101	25,920
102	25,850
103	25,248 *
104	24,830
105	23,920
106	23,539
107	19,992
Average ***	42,606
Average All	39,900

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	105,700 *
2	102,600 *
3	96,000 *
4	86,927
5	86,300 *
6	84,000 *
7	82,300
8	81,000 *
9	79,032 *
10	79,000 *
11	76,000
12	76,000 *
13	75,696
14	75,000 *
15	75,000 *
16	74,200 *
17	73,642 *
18	73,307 *
19	73,091 *
20	72,420 *
21	72,219
22	69,801 *
23	69,492
24	69,300
25	67,747
26	67,700 *
27	67,000 *
28	66,250 *
29	66,100 *
30	65,934 *
31	65,300 *
32	65,031 *
33	65,000 *
34	65,000 *
35	64,507 *
36	64,440
37	(64,293) *
38	63,000 *
39	62,900 *
40	62,850
41	62,840
42	62,800 *
43	62,700
44	62,291 *
45	61,403
46	61,300 *
47	61,000
48	61,000
49	60,000 *
50	59,850 *
51	59,700 *
52	59,550
53	59,115 *
54	58,800 *
55	58,700
56	58,644 *
57	58,400
58	58,140
59	58,000 *
60	58,000

Rank	Salary
61	57,918 *
62	57,462 *
63	56,587
64	(56,268)
65	56,084
66	56,000 *
67	55,125 *
68	55,020 *
69	55,000 *
70	54,944
71	54,814 *
72	54,392 *
73	54,264 *
74	54,200
75	54,080 *
76	54,000
77	54,000
78	53,900
79	53,000 *
80	52,900
81	52,728
82	52,350
83	52,056 *
84	52,000
85	52,000 *
86	52,000
87	52,000 *
88	51,408
89	51,331 *
90	51,304 *
91	51,000 *
92	(50,796)
93	50,400
94	50,004
95	49,700 *
96	49,696 *
97	49,350
98	49,200 *
99	48,878 *
100	(48,700)
101	47,962 *
102	47,680 *
103	47,578
104	47,200
105	46,767
106	46,300
107	45,840
108	45,500 *
109	45,352 *
110	45,040
111	(45,000)
112	(45,000)
113	45,000
114	44,722
115	44,508
116	44,340
117	44,304 *
118	44,000

(Continued)

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TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
119	43,368 *
120	(42,120)
121	42,037 *
122	41,808
123	41,475 *
124	40,350
125	39,579
126	39,136 *
127	38,820 *
128	35,402
129	33,472 *
130	31,500
131	30,002
132	25,594

Average *** 61,183

Average All 57,704

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	129,322 *
2	120,200 *
3	104,250
4	102,000 *
5	101,000 *
6	100,000 *
7	98,880 *
8	98,700 *
9	97,801 *
10	96,200
11	96,200 *
12	96,000 *
13	94,531 *
14	94,250 *
15	93,800 *
16	93,720
17	93,500 *
18	93,200 *
19	91,800
20	91,000
21	91,000 *
22	90,700 *
23	90,113 *
24	90,015 *
25	90,000 *
26	89,640 *
27	89,100 *
28	(88,620)
29	88,000 *
30	87,397
31	87,360 *
32	87,100 *

Rank	Salary
33	87,000 *
34	87,000
35	87,000 *
36	86,130 *
37	85,810
38	85,728 *
39	85,300 *
40	85,008 *
41	85,000 *
42	85,000 *
43	85,000 *
44	84,968 *
45	84,636 *
46	84,000
47	84,000 *
48	83,489 *
49	83,200 *
50	83,000 *
51	82,925
52	82,680
53	82,512 *
54	82,430
55	82,000 *
56	81,855
57	81,852 *
58	81,700
59	81,675 *
60	81,000
61	81,000 *
62	80,000
63	80,000
64	79,560
65	79,356
66	79,134 *
67	79,000
68	79,000 *
69	78,780 *
70	78,383
71	78,000 *
72	78,000 *
73	76,650
74	75,200 *
75	75,164 *
76	74,337 *
77	74,250
78	74,023
79	73,700
80	73,503
81	73,300
82	72,829
83	72,760 *
84	72,500
85	72,420 *
86	72,283
87	71,350
88	71,060
89	71,000 *
90	71,000 *
91	70,308 *
92	70,283 *
93	70,000 *
94	70,000 *
95	69,800 *
96	69,615

Rank	Salary
97	69,444
98	68,730 *
99	68,516
100	68,500 *
101	68,005
102	68,000
103	68,000
104	67,500
105	67,100 *
106	67,100
107	67,000
108	67,000 *
109	66,999
110	66,700 *
111	66,591
112	65,000 *
113	64,608 *
114	63,336
115	63,283 *
116	61,600 *
117	61,048
118	60,000 *
119	58,348
120	58,240
121	58,000
122	56,860
123	48,400
124	47,320

Average *** 83,245

Average All 79,646

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	97,500 *
2	(88,620)
3	88,600 *
4	87,000 *
5	84,238
6	79,032
7	78,954
8	78,150
9	77,708
10	75,628
11	74,000 *
12	71,000 *
13	70,000 *
14	69,550 *
15	68,795 *
16	68,000
17	66,303 *
18	66,222 *
19	66,000 *
20	65,984
21	64,200 *
22	64,200 *
23	64,000 *
24	63,500 *
25	63,180
26	63,100 *
27	62,880 *
28	61,793 *
29	61,050 *
30	60,547 *
31	60,000 *
32	60,000
33	59,500 *
34	59,400
35	58,302
36	58,200 *
37	58,000 *
38	57,768
39	57,512 *
40	57,499 *
41	56,760 *
42	56,700 *
43	56,004
44	55,520
45	55,392
46	55,110 *
47	54,920
48	54,792 *
49	54,000
50	53,487
51	53,352 *
52	53,105
53	53,040
54	52,638 *
55	52,000
56	51,460 *
57	50,000 *
58	50,000
59	49,342
60	49,229 *

Rank	Salary
61	49,000 *
62	48,825
63	48,425
64	48,000
65	47,959
66	47,097
67	46,725
68	46,704 *
69	46,280 *
70	46,250 *
71	46,040 *
72	45,403 *
73	44,400 *
74	44,387 *
75	44,108
76	44,052 *
77	43,850
78	43,610
79	42,640
80	39,011 *
81	36,972
82	36,100

Average *** 59,389

Average All 58,398

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	91,400
2	90,000 *
3	88,000 *
4	76,800 *
5	75,000
6	70,658 *
7	70,222 *
8	69,072 *
9	68,797 *
10	68,549 *
11	67,703 *
12	59,781
13	59,499 *
14	59,367
15	59,364 *
16	59,000
17	58,116 *
18	54,441 *
19	54,100 *
20	53,655 *
21	53,124
22	53,079
23	51,579 *
24	51,250 *
25	51,160 *
26	51,152
27	50,608 *
28	50,540 *
29	49,967 *
30	49,000

Rank	Salary
31	48,504
32	48,300 *
33	46,800 *
34	46,249 *
35	46,200 *
36	46,000 *
37	45,648
38	45,426 *
39	44,847 *
40	44,312 *
41	42,800 *
42	42,000 *
43	41,841
44	41,670 *
45	41,184 *
46	40,500 *
47	40,494
48	39,405 *
49	38,325
50	38,050 *
51	38,016 *
52	37,730 *
53	37,197
54	35,498 *
55	35,330 *
56	34,622 *
57	34,300 *
58	33,262
59	32,484 *
60	31,208
61	30,557
62	30,157
63	30,000 *
64	29,294
65	27,920 *
66	27,312 *
67	26,634
68	26,410
69	22,823
70	22,284
71	21,161
72	18,200

Average *** 50,023

Average All 47,166

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary	Rank	Salary	Rank	Salary
1	85,482 *	61	55,500 *	115	41,500 *
2	(77,900) *	62	55,238 *	116	40,425
3	77,500 *	63	54,600 *	117	40,265
4	76,850 *	64	54,599 *	118	(39,900)
5	72,735 *	65	54,400	119	39,354
6	(71,820) *	66	54,080 *	120	38,573 *
7	71,024 *	67	53,800	121	37,960
8	70,744	68	53,500 *	122	37,221
9	70,269	69	53,400 *	123	36,782
10	69,828	70	53,124	124	36,400 *
11	69,825 *	71	53,100 *	125	35,644
12	69,000 *	72	53,000 *	126	34,980 *
13	(68,958) *	73	52,968	127	34,965
14	68,500 *	74	52,211	128	34,839
15	68,400	75	52,210 *	129	34,203 *
16	67,410 *	76	52,130 *	130	33,050 *
17	(67,200) *	77	(52,000)	131	31,558 *
18	67,000 *	78	51,896	132	31,380 *
19	66,692 *	79	51,732 *	133	29,640
20	66,150 *	80	51,607 *	134	28,242
21	66,000 *	81	51,590	135	27,733
22	65,808	82	(51,555)	136	27,084
23	65,604 *	83	51,537		
24	65,500 *	84	51,323	Average ***	56,400
25	65,000	85	50,625 *		
26	64,809 *	86	50,614	Average All	53,616
27	64,248 *	87	50,500 *		
28	64,000 *	88	50,250		
29	63,288 *	89	50,000		
30	63,176 *	90	50,000		
31	62,694 *	91	49,763		
32	62,500 *	92	49,450 *		
33	62,500 *	93	48,950		
34	62,449 *	94	47,928 *		
35	62,160 *	95	47,507 *		
36	61,500	96	47,250		
37	(61,405) *	97	47,209 *		
38	(61,400)	98	47,200 *		
39	60,974	99	47,130		
40	60,947 *	100	46,769		
41	60,760	101	(46,005) *		
42	60,631	102	46,000		
43	60,349	103	46,000		
44	60,000	104	45,432 *		
45	60,000 *	105	44,000		
46	(60,000) *	106	43,841		
47	59,500 *	107	43,500 *		
48	59,051	108	43,100 *		
49	58,330 *	109	42,879 *		
50	58,154	110	42,772 *		
51	58,008 *	111	42,764 *		
52	58,000 *	112	42,300 *		
53	(57,996) *	113	42,200		
54	57,835 *	114	41,664		
55	57,498				
56	56,368 *				
57	56,000				
58	55,981				
59	55,911 *				
60	(55,757)				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary	Rank	Salary	Rank	Salary
1	78,800 *	61	54,588 *	115	42,952 *
2	(77,900) *	62	54,407 *	116	42,864 *
3	77,800 *	63	54,200 *	117	42,600 *
4	77,561 *	64	53,950 *	118	42,434 *
5	74,511 *	65	53,900 *	119	41,671 *
6	(71,820) *	66	53,517 *	120	41,600 *
7	71,035 *	67	53,500 *	121	41,600 *
8	70,989 *	68	53,000 *	122	41,331 *
9	69,215 *	69	52,386 *	123	40,300 *
10	67,920 *	70	52,200 *	124	(39,900) *
11	67,800 *	71	52,140 *	125	38,004 *
12	(67,200) *	72	52,067 *	126	37,832 *
13	66,800 *	73	51,770 *	127	37,682 *
14	66,800 *	74	51,600 *	128	37,060 *
15	66,782 *	75	(51,555) *	129	35,608 *
16	66,310 *	76	51,468 *	130	35,040 *
17	65,720 *	77	51,385 *	131	34,300 *
18	65,700 *	78	51,000 *	132	34,147 *
19	65,000 *	79	50,924 *	133	32,031 *
20	64,487 *	80	50,807 *	134	31,481 *
21	64,464 *	81	50,300 *		
22	64,270 *	82	50,100 *	Average ***	56,262
23	64,174 *	83	50,000 *		
24	64,020 *	84	50,000 *	Average All	53,643
25	63,333 *	85	49,585 *		
26	62,700 *	86	49,363 *		
27	62,500 *	87	49,200 *		
28	62,400 *	88	49,075 *		
29	61,686 *	89	48,880 *		
30	61,500 *	90	48,384 *		
31	(61,405) *	91	48,276 *		
32	(61,400) *	92	48,254 *		
33	61,150 *	93	48,114 *		
34	60,596 *	94	48,049 *		
35	60,478 *	95	48,000 *		
36	59,815 *	96	48,000 *		
37	59,200 *	97	47,956 *		
38	59,137 *	98	47,852 *		
39	58,905 *	99	47,757 *		
40	58,737 *	100	47,560 *		
41	58,443 *	101	47,290 *		
42	58,206 *	102	47,261 *		
43	58,008 *	103	47,000 *		
44	58,000 *	104	46,800 *		
45	(57,996) *	105	46,123 *		
46	57,671 *	106	(46,005) *		
47	57,407 *	107	45,040 *		
48	56,200 *	108	45,000 *		
49	56,173 *	109	44,982 *		
50	56,016 *	110	44,273 *		
51	55,892 *	111	44,061 *		
52	55,772 *	112	43,841 *		
53	(55,757) *	113	43,207 *		
54	55,500 *	114	42,975 *		
55	55,120 *				
56	55,000 *				
57	55,000 *				
58	54,995 *				
59	54,960 *				
60	54,600 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary	Rank	Salary	Rank	Salary
1	75,600 *	61	50,184 *	115	39,700 *
2	72,537 *	62	50,085 *	116	39,627 *
3	69,725 *	63	50,040 *	117	39,300
4	68,976	64	49,537	118	38,624
5	67,400 *	65	49,500 *	119	38,520
6	66,875 *	66	49,229 *	120	38,515
7	66,479	67	49,105	121	38,500 *
8	65,200 *	68	49,069 *	122	38,322
9	64,236	69	48,703 *	123	38,030 *
10	63,720 *	70	48,697 *	124	37,929 *
11	63,597 *	71	48,546	125	37,740
12	63,171 *	72	48,400 *	126	37,536
13	62,651 *	73	48,150 *	127	37,150
14	61,104 *	74	48,039 *	128	37,037
15	60,852	75	47,950	129	36,913
16	60,400 *	76	47,949 *	130	36,750
17	(60,000) *	77	47,700 *	131	36,101
18	59,670 *	78	47,520 *	132	35,188
19	59,510	79	47,000	133	34,371
20	59,350 *	80	46,800 *	134	33,819
21	59,000 *	81	46,759	135	33,004
22	58,300 *	82	46,700 *	136	33,000 *
23	58,008 *	83	46,669	137	32,760
24	58,000 *	84	46,650 *	138	31,500
25	58,000 *	85	46,520 *	139	31,380 *
26	57,910 *	86	46,466 *	140	31,185 *
27	57,596	87	46,010 *	141	29,114
28	57,404 *	88	46,000 *	142	29,000
29	57,360 *	89	45,510 *	143	28,033
30	57,100	90	45,109	144	27,994
31	56,720 *	91	45,007 *		
32	56,430	92	44,916 *	Average ***	51,130
33	55,188 *	93	44,550		
34	55,100 *	94	44,497	Average All	48,518
35	55,000	95	44,361		
36	54,894	96	44,100		
37	54,875 *	97	44,059 *		
38	54,232	98	43,920 *		
39	54,192	99	43,560 *		
40	54,017 *	100	43,534 *		
41	53,880 *	101	43,460		
42	53,732 *	102	43,373		
43	53,654	103	43,200 *		
44	53,300	104	43,050 *		
45	53,200	105	43,000		
46	53,124	106	42,116		
47	52,930 *	107	42,016		
48	52,920	108	41,808		
49	52,500 *	109	41,124 *		
50	52,247	110	40,770		
51	52,067 *	111	40,728 *		
52	52,022	112	40,112 *		
53	52,015 *	113	40,000		
54	51,836 *	114	40,000 *		
55	51,800 *				
56	51,770				
57	51,360 *				
58	51,323				
59	51,108				
60	50,648 *				

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary	Rank	Salary	Rank	Salary
1	90,000 *	61	48,650 *	115	35,833
2	87,960 *	62	48,360 *	116	35,431
3	80,894 *	63	48,200 *	117	35,380
4	75,840 *	64	48,000	118	34,272
5	75,600 *	65	48,000	119	34,057 *
6	73,440 *	66	47,694 *	120	33,572
7	73,400	67	47,500	121	33,000
8	73,300 *	68	47,300 *	122	32,900 *
9	71,315 *	69	46,725	123	32,460
10	69,825 *	70	46,200 *	124	32,206
11	68,869	71	46,150 *	125	31,442
12	68,350 *	72	46,000 *	126	31,274
13	65,901 *	73	45,950 *	127	31,200
14	65,600 *	74	45,848	128	30,780 *
15	64,950 *	75	45,808 *	129	30,626
16	64,864	76	45,768	130	30,000
17	64,716 *	77	45,642 *	131	27,857
18	63,901	78	45,274	132	27,664
19	63,000 *	79	44,190	133	25,212 *
20	62,618	80	44,000	134	20,494
21	62,616	81	43,680 *		
22	62,250 *	82	43,654 *	Average ***	52,943
23	61,500 *	83	43,500	Average All	48,889
24	61,300 *	84	42,697		
25	61,176	85	42,488 *		
26	60,980	86	42,483		
27	60,600 *	87	42,480 *		
28	60,100	88	41,785		
29	60,000	89	41,500 *		
30	59,280 *	90	41,075		
31	59,038 *	91	41,055 *		
32	58,750 *	92	41,032		
33	58,680	93	40,920 *		
34	57,880 *	94	40,550		
35	57,851 *	95	40,416		
36	57,200 *	96	40,074		
37	56,650 *	97	40,040 *		
38	56,556	98	40,000		
39	56,380 *	99	40,000 *		
40	54,947 *	100	39,336 *		
41	54,338 *	101	39,120		
42	54,282 *	102	38,621		
43	54,150 *	103	38,592		
44	54,000 *	104	38,577		
45	53,795 *	105	37,731		
46	53,754 *	106	37,700		
47	53,604 *	107	37,500		
48	52,250 *	108	37,458 *		
49	52,019 *	109	36,958 *		
50	51,852 *	110	36,920		
51	51,471 *	111	36,750		
52	50,960 *	112	36,678 *		
53	50,926	113	36,562 *		
54	50,344 *	114	36,156 *		
55	50,000 *				
56	49,623				
57	49,608 *				
58	49,326 *				
59	48,905 *				
60	48,831 *				

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary	Rank	Salary	Rank	Salary
1	119,172 *	61	67,769	101	42,000
2	115,000 *	62	67,767 *	102	41,065
3	111,724 *	63	67,600 *	103	38,000
4	109,000 *	64	67,175 *	104	37,490
5	105,897 *	65	65,648	105	37,099
6	102,459 *	66	66,500 *	106	36,225 *
7	101,807	67	66,369 *	107	35,700
8	101,115 *	68	66,358 *	108	34,481
9	98,446 *	69	65,853 *	109	34,378 *
10	98,280 *	70	65,208 *	110	32,508
11	98,000 *	71	64,584 *	111	31,913
12	97,089 *	72	64,501	112	30,725
13	96,940 *	73	64,399	113	28,392
14	96,012 *	74	63,880 *	114	28,134
15	94,942	75	63,314	115	24,840
16	94,594 *	76	63,087 *		
17	93,848 *	77	63,000	Average ***	75,945
18	89,820	78	62,628 *		
19	89,250 *	79	61,673	Average All	68,730
20	88,398 *	80	61,296		
21	87,549 *	81	60,300 *		
22	87,000 *	82	60,000		
23	86,790 *	83	59,000 *		
24	85,800 *	84	58,517		
25	85,170 *	85	58,000		
26	84,775	86	56,992 *		
27	83,680 *	87	54,444		
28	83,164 *	88	53,211 *		
29	79,040	89	51,771 *		
30	78,670 *	90	51,428		
31	78,520 *	91	51,073 *		
32	78,381 *	92	50,848 *		
33	78,084 *	93	50,047 *		
34	78,050 *	94	49,600		
35	77,976 *	95	49,251		
36	77,579 *	96	47,700 *		
37	77,496	97	43,920		
38	77,099	98	42,870		
39	76,782	99	42,816 *		
40	76,236 *	100	42,000		
41	75,338				
42	75,000 *				
43	74,686				
44	74,508 *				
45	74,316 *				
46	74,315 *				
47	73,886 *				
48	73,868 *				
49	72,600 *				
50	72,200 *				
51	71,675 *				
52	71,614 *				
53	70,674				
54	70,000 *				
55	69,600 *				
56	69,000 *				
57	68,931 *				
58	68,696 *				
59	68,597 *				
60	68,517				

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TABLE I (Continued)

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

Rank	Salary
1	137,800 *
2	(136,500) *
3	129,000 *
4	126,000 *
5	123,203 *
6	113,000 *
7	110,158 *
8	101,720 *
9	101,382 *
10	(100,776) *
11	100,200 *
12	97,000 *
13	94,900 *
14	94,700 *
15	93,419 *
16	88,594 *
17	(87,000) *
18	69,000 *
19	60,000 *

Average *** 108,806

Average All 103,387

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	(125,000) *
2	115,500 *
3	115,000 *
4	111,300 *
5	108,000 *
6	(105,595) *
7	103,000 *
8	97,850 *
9	96,867 *
10	(96,000) *
11	94,500 *
12	94,340 *
13	93,500 *
14	92,000 *
15	90,000 *
16	90,000 *
17	89,891 *
18	(89,300) *
19	87,987 *
20	(87,000) *
21	85,300 *
22	85,000 *
23	85,000 *
24	(85,000) *
25	84,800 *
26	84,270 *
27	82,891 *
28	82,866 *
29	81,113 *

Rank	Salary
30	(80,480) *
31	78,672 *
32	78,150 *
33	(77,650) *
34	(76,824) *
35	76,330 *
36	72,963 *
37	(72,685) *
38	71,118 *
39	70,500 *
40	70,300 *
41	68,304 *
42	66,656 *
43	64,600 *
44	63,000 *
45	62,760 *
46	56,484 *

Average *** 87,897

Average All 85,790

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

Rank	Salary
1	104,200 *
2	102,600 *
3	100,680 *
4	99,600 *
5	96,188 *
6	93,150 *
7	89,724 *
8	89,606 *
9	87,433 *
10	87,000 *
11	82,100 *
12	81,996 *
13	81,546 *
14	80,400 *
15	80,004 *
16	78,000 *
17	72,723 *
18	(72,685) *
19	71,907 *
20	70,924 *
21	66,300 *
22	65,000 *
23	63,200 *
24	62,403 *
25	62,217 *
26	58,800 *
27	(55,155) *

Average *** 82,646

Average All 79,835

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	100,000 *
2	95,800 *
3	92,800 *
4	92,700 *
5	92,596 *
6	92,220 *
7	91,300 *
8	90,500 *
9	90,000 *
10	89,000 *
11	88,000 *
12	88,000 *
13	87,995 *
14	(87,450) *
15	(86,940) *
16	84,800 *
17	84,000 *
18	83,149 *
19	81,252 *
20	81,200 *
21	80,304 *
22	77,400 *
23	77,000 *
24	76,884 *
25	76,850 *
26	75,600 *
27	75,433 *
28	74,290 *
29	74,200 *
30	73,700 *
31	73,164 *
32	70,000 *
33	69,850 *
34	69,500 *
35	69,277 *
36	69,000 *
37	68,224 *
38	67,817 *
39	67,500 *
40	67,315 *
41	67,047 *
42	66,700 *
43	66,449 *
44	65,000 *
45	64,000 *
46	62,700 *
47	61,982 *
48	61,950 *
49	61,173 *
50	60,481 *
51	60,000 *
52	60,000 *
53	57,091 *
54	56,304 *
55	56,292 *

(Continued)

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TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
56	55,008
57	54,636 *
58	53,784 *
59	53,000
60	52,478
61	52,000
62	50,400
63	46,345
64	46,200 *
65	40,000 *
66	39,000 *

Average *** 74,472

Average All 71,258

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	100,981 *
2	98,000 *
3	(92,200) *
4	91,500 *
5	91,000 *
6	87,500 *
7	87,300 *
8	87,158 *
9	85,000 *
10	84,450
11	84,315
12	81,900 *
13	81,750 *
14	80,600 *
15	80,000
16	79,536
17	78,825 *
18	78,400
19	77,940
20	76,426 *
21	(75,924)
22	75,336
23	74,304 *
24	74,300 *
25	74,200 *
26	73,753 *
27	73,309 *
28	73,000
29	72,168 *
30	72,000 *
31	72,000
32	71,600 *
33	71,400 *
34	71,286 *
35	69,555

Rank	Salary
36	69,500 *
37	69,300 *
38	69,149
39	68,356
40	67,500
41	(66,000) *
42	65,000 *
43	64,575
44	64,500 *
45	62,277 *
46	62,000 *
47	62,000
48	61,950 *
49	61,000
50	61,000
51	60,606 *
52	60,600
53	60,500
54	60,442
55	60,000
56	60,000
57	60,000
58	60,000 *
59	60,000 *
60	58,968 *
61	58,725
62	57,910 *
63	57,240
64	57,000
65	56,544 *
66	56,250 *
67	55,695 *
68	54,940 *
69	53,967
70	53,445 *
71	53,000
72	52,012 *
73	52,000 *
74	50,900
75	50,896
76	50,648 *
77	50,533 *
78	50,000 *
79	50,000 *
80	48,000 *
81	47,300
82	45,600
83	45,000 *
84	45,000 *
85	44,748 *
86	44,100 *
87	42,000

Rank	Salary
88	39,823
89	39,520
90	38,000 *
91	36,700 *
92	36,000 *
93	34,283
94	34,074
95	31,460

Average *** 65,823

Average All 63,657

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

Rank	Salary
1	103,400 *
2	99,360 *
3	95,000 *
4	88,996 *
5	88,950 *
6	88,800 *
7	88,400 *
8	86,000 *
9	85,800
10	82,430
11	76,000 *
12	73,020
13	73,000 *
14	72,000 *
15	71,880 *
16	70,200
17	68,364
18	67,990 *
19	66,150 *
20	(66,000) *

Average *** 82,128

Average All 80,587

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TABLE I (Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	93,300 *
2	90,300 *
3	84,705 *
4	80,940 *
5	80,000 *
6	79,884 *
7	74,366 *
8	71,688 *
9	71,100 *
10	71,000
11	70,000
12	68,196
13	68,130 *
14	68,047 *
15	67,529 *
16	65,000 *
17	65,000 *
18	64,480
19	64,140
20	63,500
21	63,264
22	63,164 *
23	63,072 *
24	62,954
25	62,850
26	(62,690)
27	62,300 *
28	62,000 *
29	61,732
30	60,500 *
31	60,000
32	58,920
33	58,211
34	58,000 *
35	57,713 *
36	57,500 *
37	57,000 *
38	56,000 *
39	55,783 *
40	55,400 *
41	54,400
42	54,295
43	54,050 *
44	53,760 *
45	52,500
46	52,175 *
47	52,000 *
48	51,588 *
49	50,863 *
50	50,000
51	50,000 *
52	48,000
53	47,868
54	47,862 *
55	47,814 *
56	45,611
57	45,531 *
58	43,050
59	42,640
60	41,880 *

Rank	Salary
61	41,781
62	41,080 *
63	39,528 *
64	39,508
65	36,461 *
66	33,900 *
67	33,407

Average *** 60,169

Average All 58,387

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	93,500 *
2	87,400 *
3	86,250
4	84,800 *
5	84,700 *
6	83,500 *
7	83,005 *
8	80,839
9	80,388 *
10	80,200 *
11	80,037 *
12	79,125 *
13	78,975 *
14	77,546
15	77,400 *
16	76,118 *
17	75,000 *
18	74,507 *
19	74,100 *
20	74,000
21	73,250 *
22	73,131 *
23	73,100 *
24	72,800 *
25	71,880 *
26	70,473 *
27	70,298 *
28	69,500 *
29	69,000 *
30	68,850 *
31	68,800 *
32	68,601 *
33	68,600 *
34	68,500 *
35	68,000 *
36	67,600 *
37	67,536
38	67,427 *
39	67,129 *
40	66,444 *
41	66,319 *
42	66,260
43	66,000 *
44	(66,000) *
45	65,424

Rank	Salary
46	65,150
47	65,115
48	65,112
49	64,800
50	64,656
51	64,422 *
52	64,400
53	64,276
54	64,000 *
55	63,400
56	63,252 *
57	63,000 *
58	63,000 *
59	63,000
60	62,700
61	(62,690)
62	62,504
63	62,340 *
64	62,082 *
65	62,000
66	61,900
67	61,491
68	61,425 *
69	61,250
70	61,000 *
71	60,540 *
72	60,228 *
73	60,100
74	60,000
75	59,888
76	59,676
77	59,500 *
78	59,336
79	59,280
80	59,000
81	58,800 *
82	58,800
83	58,428
84	58,308
85	58,268
86	58,000
87	57,550 *
88	57,300
89	57,156
90	57,000 *
91	57,000
92	57,000 *
93	56,700 *
94	56,391 *
95	56,000 *
96	55,651
97	55,313
98	55,161 *
99	54,810
100	54,379 *
101	54,320 *
102	54,250 *
103	54,224 *
104	53,900 *

(Continued)

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TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
105	53,808
106	53,568
107	53,400 *
108	53,300 *
109	53,195
110	52,987
111	52,728 *
112	52,671 *
113	52,000
114	51,979 *
115	50,736
116	50,440
117	50,410 *
118	50,400
119	50,400 *
120	49,000
121	48,451
122	48,268 *
123	48,156 *
124	47,658
125	47,400
126	47,171
127	45,300
128	45,219
129	44,978 *
130	44,257 *
131	44,129 *
132	43,689
133	42,300 *
134	41,837
135	40,705
136	38,616 *
137	36,627
138	36,337
139	31,516

Average *** 64,422

Average All 61,274

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	86,500 *
2	74,331
3	72,200
4	70,500 *
5	70,200 *
6	70,041 *
7	69,503 *
8	68,400 *
9	68,000
10	67,391

Rank	Salary
11	66,022 *
12	65,872 *
13	65,460
14	65,000 *
15	65,000 *
16	63,975 *
17	63,312
18	62,000 *
19	61,772 *
20	61,772 *
21	61,368 *
22	61,083 *
23	60,500
24	60,000 *
25	58,686 *
26	58,300 *
27	58,150
28	57,700 *
29	57,200 *
30	56,500 *
31	56,200 *
32	56,160 *
33	56,000 *
34	55,262 *
35	55,125 *
36	55,049 *
37	55,000
38	54,888 *
39	54,704 *
40	54,405
41	54,000 *
42	53,600 *
43	53,569 *
44	53,059 *
45	53,000 *
46	52,620
47	52,525
48	52,000 *
49	51,450 *
50	51,450
51	50,800 *
52	50,300
53	50,004 *
54	50,000
55	50,000 *
56	49,896 *
57	49,800 *
58	49,304
59	49,150
60	49,003 *
61	48,732 *
62	48,398
63	48,104
64	47,900
65	47,803 *
66	47,570 *
67	47,468
68	47,400
69	47,000 *
70	46,800
71	46,749 *
72	46,560 *
73	46,348
74	46,322

Rank	Salary
75	46,000 *
76	45,432
77	45,336
78	45,224 *
79	45,069
80	45,000
81	44,892 *
82	44,890 *
83	44,075 *
84	43,680 *
85	43,200 *
86	43,000
87	41,809
88	41,507
89	41,300 *
90	41,186 *
91	40,400 *
92	40,235 *
93	39,935
94	39,600 *
95	39,375
96	39,000
97	38,976 *
98	38,700
99	37,842
100	37,649
101	37,599
102	37,459 *
103	37,164 *
104	36,750
105	36,600
106	36,450
107	35,760
108	35,475 *
109	35,277
110	34,920
111	34,815 *
112	33,532
113	33,280
114	33,006
115	32,251 *
116	31,920
117	30,426 *
118	29,800 *
119	29,286
120	27,040
121	26,434 *
122	26,150 *
123	25,105 *
124	24,956

Average *** 51,168

Average All 48,893

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	(119,450)*
2	111,051
3	109,700 *
4	(104,000)*
5	103,000 *
6	95,757 *
7	95,580 *
8	95,000 *
9	(93,960)*
10	93,557 *
11	90,800 *
12	90,100 *
13	90,000
14	90,000
15	(89,750)*
16	89,600
17	89,500 *
18	88,620 *
19	88,552 *
20	87,414 *
21	87,349 *
22	86,820
23	86,000
24	84,000
25	82,891
26	82,539
27	81,800
28	81,710 *
29	81,122 *
30	80,000
31	80,000
32	80,000 *
33	78,375
34	77,880 *
35	76,500
36	(76,140)
37	74,400 *
38	74,250
39	74,000 *
40	73,300
41	73,080
42	72,048 *
43	(72,000)*
44	72,000
45	70,057
46	69,615
47	68,000
48	68,000
49	66,600
50	66,340
51	(65,000)*
52	63,469 *
53	63,000
54	(62,424)
55	62,346 *

Rank	Salary
56	61,360
57	58,000
58	55,000
59	42,667

Average *** 86,645

Average All 80,432

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	(104,000)*
2	(104,000)*
3	99,000 *
4	94,744 *
5	(93,960)*
6	(92,200)*
7	90,613 *
8	90,000 *
9	89,508 *
10	86,000 *
11	85,380 *
12	85,300 *
13	85,000 *
14	83,782 *
15	(81,500)
16	78,000 *
17	75,750 *
18	74,610
19	73,760
20	73,500 *
21	71,700 *
22	71,500
23	70,989 *
24	70,900 *
25	67,000 *
26	(62,424)
27	60,357 *
28	60,000
29	55,550 *
30	51,516 *

Average *** 81,615

Average All 79,418

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	95,000 *
2	83,520
3	82,999
4	82,430
5	78,000 *

Rank	Salary
6	77,700 *
7	77,382 *
8	76,300 *
9	71,976
10	71,300 *
11	69,585 *
12	68,000 *
13	67,626
14	(67,100)
15	66,100
16	66,000 *
17	64,900
18	64,896 *
19	64,000 *
20	63,600 *
21	63,000 *
22	63,000 *
23	62,400 *
24	62,381 *
25	62,139
26	62,000 *
27	60,500 *
28	60,200 *
29	60,100 *
30	60,000 *
31	59,700
32	59,407
33	59,000 *
34	58,200 *
35	57,716 *
36	56,601 *
37	56,263 *
38	56,170 *
39	56,100 *
40	56,000 *
41	56,000 *
42	56,000 *
43	56,000 *
44	55,507 *
45	54,581
46	54,000 *
47	52,800
48	52,800
49	52,682 *
50	52,436
51	52,300
52	52,237
53	52,000 *
54	51,896 *
55	50,996
56	50,509
57	50,400 *
58	50,358
59	50,280
60	50,004 *
61	50,000
62	50,000 *
63	49,951 *

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
64	49,920 *
65	49,440 *
66	49,217 *
67	49,000 *
68	49,000 *
69	49,000 *
70	48,883
71	48,810 *
72	48,800
73	47,841 *
74	47,500 *
75	47,500
76	47,323
77	46,826
78	46,286
79	46,200
80	46,074 *
81	46,000
82	45,860
83	45,765
84	45,675
85	45,611
86	45,011
87	43,760
88	43,595
89	43,000
90	43,000 *
91	42,993
92	42,629
93	41,704 *
94	41,445 *
95	38,850
96	38,736 *
97	38,361
98	38,328
99	38,004
100	38,000
101	37,884
102	37,536
103	36,750
104	36,704
105	36,414 *
106	36,180
107	35,430 *
108	35,257
109	32,322 *
110	29,120
111	26,953
112	26,624

Average *** 56,391

Average All 52,894

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

Rank	Salary
1	113,724 *
2	90,000 *
3	82,500 *
4	80,000 *
5	79,361
6	73,000 *
7	72,500 *
8	(65,000) *
Average *** 82,389	
Average All 82,011	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

Rank	Salary
1	92,640 *
2	(86,940)
3	75,926 *
4	(75,924)
5	75,000 *
6	73,500
7	73,000
8	72,500 *
9	71,550
10	71,000
11	70,000
12	69,863 *
13	69,570
14	69,300 *
15	67,600 *
16	67,600 *
17	66,000
18	64,776 *
19	64,200 *
20	64,008 *
21	63,800
22	62,300 *
23	60,700 *
24	60,375 *
25	59,500 *

Rank	Salary
26	59,122 *
27	57,490
28	53,230
29	52,524 *
30	52,249 *
31	52,115 *
32	51,000 *
33	51,000 *
34	50,500
35	48,509
36	48,432 *
37	48,204 *
38	47,783 *
39	46,800
40	42,772 *
41	36,294 *
42	36,000 *

Average *** 59,399

Average All 61,467

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PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

Rank	Salary
1	144,229 *
2	110,200 *
3	110,000 *
4	(104,000) *
5	100,000 *
6	99,000
7	98,300 *
8	98,000 *
9	97,800 *
10	94,710 *
11	90,100 *
12	89,775 *
13	(89,750) *
14	89,000 *
15	88,195
16	(87,090) *
17	86,500
18	85,780 *
19	83,500 *
20	83,500 *
21	83,076
22	82,700 *
23	82,000 *
24	(81,500) *
25	79,000 *
26	78,000 *
27	(77,804) *
28	75,500 *
29	74,025
30	(72,000) *
31	71,899 *
32	68,075 *
33	63,000
34	63,000

Average " " 89,885

Average All 87,677

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	102,823 *
2	90,000 *
3	89,708 *
4	88,500 *
5	85,085 *
6	83,250 *
7	(80,855) *
8	80,500 *
9	76,000 *
10	74,500 *
11	74,000 *
12	74,000 *
13	73,500 *
14	72,336 *

Rank	Salary
15	72,120
16	71,065
17	70,200
18	69,365
19	69,015
20	67,449
21	66,420
22	66,073
23	65,214
24	65,000
25	64,000
26	63,600
27	63,000
28	62,996
29	62,000
30	61,880
31	61,569
32	61,554
33	60,504
34	60,012
35	60,000
36	59,148
37	59,000
38	59,000
39	58,040
40	57,304
41	55,561
42	55,151
43	55,000
44	53,244
45	52,250
46	51,750
47	51,495
48	50,448
49	50,000
50	50,000
51	50,000
52	49,600
53	48,758
54	48,300
55	48,000
56	47,172
57	46,240
58	46,000
59	45,342
60	44,720
61	43,680
62	42,631
63	(40,032)
64	40,000
65	38,736
66	38,538
67	38,500
68	36,750
69	36,000
70	35,000
71	35,000
72	35,000
73	34,635

Average " " 62.951

Average All 58,824

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	101,000 *
2	100,100 *
3	87,000 *
4	85,500 *
5	(80,855) *
6	74,200 *
7	72,450 *
8	70,560 *
9	70,000 *
10	69,111 *
11	68,562 *
12	68,520 *
13	68,181 *
14	67,500 *
15	65,240 *
16	65,199 *
17	64,621 *
18	63,000 *
19	62,970 *
20	62,692 *
21	61,488 *
22	60,757 *
23	60,560 *
24	60,103 *
25	60,000 *
26	59,000 *
27	58,272 *
28	58,000 *
29	58,000 *
30	57,720 *
31	57,285 *
32	55,650 *
33	55,198 *
34	55,000 *
35	54,000 *
36	54,000 *
37	53,640 *
38	53,004 *
39	53,000 *
40	52,800 *
41	52,776 *
42	52,200 *
43	51,350 *
44	51,230 *
45	50,943 *
46	50,800 *
47	50,556 *
48	50,500 *
49	50,000 *
50	49,800 *
51	49,500 *
52	49,400 *
53	48,854 *
54	48,837 *
55	48,500 *

(Continued)

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
56	47,250
57	46,200
58	46,072 *
59	46,016
60	45,675
61	45,291 *
62	45,005
63	44,520 *
64	44,245
65	43,955 *
66	43,200
67	43,084
68	42,945 *
69	42,736
70	41,808
71	41,475
72	41,200 *
73	40,872 *
74	40,436
75	40,394 *
76	40,333
77	40,000
78	40,000 *
79	40,000 *
80	40,000
81	39,663
82	39,520
83	39,190
84	38,500
85	38,500
86	38,124 *
87	37,867
88	37,788 *
89	37,094 *
90	36,750
91	36,430 *
92	36,428
93	36,400
94	36,364
95	36,180
96	36,180
97	35,381
98	35,000
99	34,884 *
100	34,512
101	34,320
102	34,132
103	33,845
104	33,530
105	32,256
106	31,952
107	31,525

Rank	Salary
108	30,594
109	28,090
110	27,120
111	24,650 *

Average ***	56,209
Average All	49,689

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	(113,900)*
2	104,600 *
3	104,182 *
4	101,000 *
5	98,800 *
6	94,800 *
7	92,000 *
8	90,000 *
9	88,700 *
10	88,257 *
11	87,393 *
12	86,915 *
13	86,500 *
14	85,764 *
15	82,480 *
16	80,000 *
17	79,997 *
18	76,000 *
19	75,200 *
20	74,520 *
21	73,920 *
22	73,600 *
23	72,428 *
24	70,764 *
25	70,000 *
26	67,764 *
27	64,958 *
28	62,990 *
29	59,590 *
30	58,204 *
31	55,000
32	55,000 *
33	53,550
34	53,415 *
35	41,828
36	38,000 *
37	33,528
38	32,425

Average ***	79,141
Average All	74,420

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

Rank	Salary
1	121,800 *
2	116,700 *
3	114,415 *
4	112,300 *
5	112,000 *
6	105,000 *
7	102,000
8	100,000 *
9	99,361 *
10	97,760 *
11	96,500 *
12	95,000
13	93,000 *
14	92,508 *
15	92,383 *
16	91,750 *
17	90,000
18	90,000 *
19	89,864 *
20	89,403
21	88,300 *
22	86,400 *
23	85,367 *
24	85,000
25	84,500 *
26	84,200 *
27	83,520 *
28	83,000
29	82,800
30	82,500
31	81,920 *
32	81,000 *
33	80,000 *
34	79,000 *
35	77,460 *
36	76,656
37	74,500 *
38	73,000 *
39	72,474
40	71,508
41	70,000
42	69,689
43	60,000

Average ***	92,569
Average All	88,710

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TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary	Rank	Salary
1	111,400 *	12	78,700 *
2	109,293 *	13	78,525
3	108,160	14	78,300
4	107,600 *	15	78,200 *
5	105,840 *	16	(77,970) *
6	103,000 *	17	77,400
7	103,000 *	18	77,300 *
8	102,000 *	19	75,714 *
9	98,000 *	20	75,175 *
10	96,600 *	21	73,923 *
11	94,739 *	22	72,000 *
12	94,700 *	23	71,538 *
13	93,192 *	24	71,447 *
14	92,400 *	25	71,016 *
15	92,000 *	26	69,778 *
16	90,613 *	27	69,150 *
17	90,185	28	69,058 *
18	89,400	29	68,210
19	88,152 *	30	67,656 *
20	85,979 *	31	67,450 *
21	85,280	32	66,184 *
22	85,008 *	33	66,000 *
23	84,885 *	34	65,666 *
24	84,350 *	35	65,308 *
25	83,978 *	36	65,000
26	83,200	37	65,000
27	82,000 *	38	64,050
28	81,480 *	39	63,758
29	81,000 *	40	63,500 *
30	80,000	41	63,300 *
31	79,019	42	63,000 *
32	76,450 *	43	62,843 *
33	76,183	44	62,251 *
34	73,600 *	45	62,000 *
35	71,805	46	61,972 *
36	70,400	47	61,251
37	69,000 *	48	61,159
Average ***	91,491	49	60,735 *
Average All	89,289	50	60,382 *
		51	60,300 *
		52	60,300 *
		53	60,000
		54	59,807
		55	59,545
		56	59,250
		57	59,232
		58	58,714
		59	58,311 *
		60	58,000
		61	57,834
		62	57,630 *
		63	57,255
		64	56,450
		65	55,704
		66	55,642 *
		67	55,343
		68	54,540 *
		69	53,703 *
		70	53,424
		71	53,000 *
		72	53,000 *
		73	52,955
		74	52,584
		75	52,205

Rank	Salary
76	52,000
77	51,581 *
78	51,384
79	51,220
80	50,989
81	50,960 *
82	49,452 *
83	48,636 *
84	48,367
85	47,711 *
86	47,475
87	47,300 *
88	47,280 *
89	46,608 *
90	46,440 *
91	45,523 *
92	45,126 *
93	43,575
94	43,056 *
95	42,848
96	42,773
97	41,769
98	40,657 *
99	39,520
100	39,110 *
101	39,000
102	38,700 *
103	38,675
104	37,395 *
105	36,563 *
106	36,400
107	36,000 *
108	34,909 *
109	34,335 *
110	31,854 *
111	25,596

Average *** 61,959

Average All 59,432

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	100,700 *
2	98,640 *
3	97,361 *
4	92,500 *
5	89,200 *
6	82,401 *
7	81,186 *
8	79,879 *
9	79,440 *
10	79,235
11	79,000 *

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	84,525 *
2	(81,000) *
3	80,443
4	79,284 *
5	71,500 *
6	69,160 *
7	68,900 *
8	68,200 *
9	66,400 *
10	66,310
11	65,952
12	65,500 *
13	64,224
14	64,150 *
15	63,911 *
16	63,600 *
17	63,400 *
18	63,000 *
19	62,485 *
20	62,360
21	62,004
22	61,800
23	61,400 *
24	61,374
25	61,360 *
26	60,883 *
27	60,840
28	60,680 *
29	60,500
30	60,034 *
31	60,000 *
32	60,000 *
33	59,900 *
34	59,500 *
35	59,000 *
36	58,776 *
37	58,160 *
38	58,000 *
39	57,540 *
40	57,197 *
41	57,000 *
42	56,609
43	56,600
44	56,400 *
45	56,300
46	56,100 *
47	56,000 *
48	(55,155) *
49	55,000
50	55,000 *
51	54,768 *
52	54,600
53	54,000 *
54	53,514 *
55	53,500
56	53,200
57	53,200 *
58	53,000 *
59	53,000 *
60	53,000 *

Rank	Salary
61	52,950 *
62	52,650 *
63	52,500 *
64	52,499 *
65	52,416 *
66	52,019 *
67	51,881 *
68	50,782
69	50,625
70	50,400 *
71	50,003
72	49,260
73	49,000
74	48,300
75	48,000
76	47,600 *
77	47,540
78	47,250 *
79	46,800
80	46,675 *
81	46,604
82	46,483 *
83	45,667
84	45,528 *
85	45,000
86	44,850
87	44,334
88	44,304 *
89	43,236 *
90	42,328
91	42,250
92	42,025
93	42,000 *
94	41,550 *
95	41,434
96	41,268 *
97	41,073 *
98	40,560
99	40,500 *
100	39,273
101	38,910
102	37,500 *
103	36,670 *
104	33,837 *
105	33,000
106	(32,506)
107	32,000
108	25,713 *
Average ***	55,308
Average A11	53,692

DEANS:
AGRICULTURE

Rank	Salary
1	159,000 *
2	119,200 *
3	112,000 *
4	112,000 *
5	109,290 *
6	108,896 *
7	(106,700) *
8	106,500 *
9	105,100 *
10	104,500 *
11	103,350 *
12	102,500 *
13	101,880 *
14	100,500 *
15	100,239 *
16	99,500 *
17	98,500 *
18	98,000 *
19	96,495 *
20	93,600 *
21	93,533 *
22	93,500 *
23	92,700 *
24	92,000 *
25	89,448 *
26	87,775 *
27	85,600 *
28	85,280 *
29	84,700 *
30	84,075 *
31	82,586 *
32	82,130 *
33	81,750 *
34	81,400 *
35	81,261 *
36	79,206 *
37	77,200 *
38	76,380 *
39	75,888 *
40	74,500 *
41	74,000 *
42	73,300 *
43	71,600 *
44	(65,912) *
45	63,808 *
46	55,317
47	54,080
Average ***	93,488
Average All	90,993

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TABLE I (Continued)

DEANS:
ARCHITECTURE

Rank	Salary
1	111,000 *
2	104,200 *
3	100,080 *
4	99,932 *
5	99,228 *
6	99,000 *
7	97,679 *
8	96,800 *
9	96,218 *
10	95,000 *
11	94,600 *
12	93,588 *
13	(90,804) *
14	88,000 *
15	88,000 *
16	86,509 *
17	85,050 *
18	85,000 *
19	85,000 *
20	84,800 *
21	84,000 *
22	81,500 *
23	80,000 *
24	80,000 *
25	80,000 *
26	77,500 *
27	77,450 *
28	77,000 *
29	76,400 *
30	76,150 *
31	76,000 *
32	75,932 *
33	75,711 *
34	73,600 *
35	70,000 *
36	69,904 *
37	64,644 *
38	62,520 *
39	(60,000) *
40	56,700 *
41	55,541 *
42	47,840 *
Average ***	84,260
Average All	82,354

DEANS:
ARTS AND LETTERS

Rank	Salary
1	(100,000) *
2	100,000 *
3	97,700 *
4	96,000 *
5	94,200 *
6	90,961 *
7	83,664 *
8	82,500 *
9	78,375 *
10	74,000 *
11	72,000 *
12	54,247 *
Average ***	97,165
Average All	85,304

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	138,300 *
2	132,000 *
3	130,000 *
4	125,000 *
5	115,000 *
6	112,300 *
7	112,007 *
8	109,498 *
9	104,041 *
10	103,000 *
11	101,700 *
12	101,000 *
13	(100,000) *
14	100,000 *
15	98,850 *
16	98,700 *
17	98,000 *
18	97,500 *
19	96,000 *
20	95,000 *
21	95,000 *
22	93,660 *
23	93,000 *
24	93,000 *
25	91,520 *
26	91,500 *
27	91,380 *
28	91,200 *
29	90,750 *
30	90,200 *
31	90,000 *
32	88,500 *
33	87,610 *
34	87,400 *
35	87,400 *
36	87,200 *

Rank	Salary
37	87,000 *
38	86,775 *
39	86,500 *
40	86,100 *
41	86,000 *
42	86,000 *
43	85,100 *
44	85,008 *
45	84,878 *
46	84,800 *
47	82,500 *
48	82,236 *
49	82,000 *
50	81,620 *
51	81,541 *
52	81,300 *
53	80,000 *
54	80,000 *
55	78,275 *
56	77,368 *
57	77,000 *
58	76,250 *
59	75,477 *
60	75,165 *
61	73,000 *
62	73,000 *
63	72,792 *
64	72,700 *
65	72,200 *
66	72,150 *
67	72,000 *
68	70,350 *
69	70,123 *
70	69,714 *
71	68,145 *
72	68,102 *
73	67,872 *
74	67,229 *
75	66,260 *
76	66,000 *
77	65,000 *
78	65,000 *
79	65,000 *
80	63,294 *
81	62,779 *
82	62,760 *
83	60,840 *
84	60,000 *
85	59,099 *
Average ***	90,782
Average All	85,547

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TABLE I (Continued)

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary	Rank	Salary	Rank	Salary
1	155,451 *	61	90,566 *	103	73,500 *
2	148,400 *	62	90,500	104	72,600 *
3	145,603 *	63	90,300 *	105	72,591
4	139,000 *	64	90,100	106	71,276
5	136,080 *	65	89,875 *	107	71,000
6	135,800	66	89,640	108	70,952
7	133,500 *	67	89,052 *	109	70,000 *
8	132,000 *	68	89,050	110	69,864
9	126,400 *	69	88,631 *	111	69,714
10	118,000 *	70	88,032	112	69,222 *
11	118,000 *	71	87,200	113	69,000
12	116,500 *	72	86,000	114	67,229
13	116,000 *	73	85,655	115	66,933 *
14	114,000 *	74	85,600	116	66,879
15	113,379 *	75	85,380 *	117	63,790 *
16	112,500 *	76	84,330	118	63,003
17	112,007 *	77	84,295 *	119	63,000
18	109,450 *	78	84,278 *	120	62,400
19	108,600 *	79	84,000	121	60,349
20	108,510 *	80	83,473	122	50,000
21	108,100 *	81	83,161 *		
22	106,500 *	82	82,944	Average ***	99,297
23	106,400 *	83	82,800		
24	105,000 *	84	82,400	Average A11	92,375
25	104,000 *	85	82,328 *		
26	103,296 *	86	82,200		
27	101,520 *	87	82,000 *		
28	101,500	88	81,900		
29	101,000 *	89	81,000 *		
30	100,900	90	80,605 *		
31	100,008 *	91	80,000		
32	100,000 *	92	79,900		
33	100,000 *	93	79,500		
34	100,000	94	78,756 *		
35	99,850	95	78,300		
36	99,500 *	96	78,300 *		
37	99,300 *	97	78,122 *		
38	99,000 *	98	77,600		
39	99,000 *	99	76,000 *		
40	98,516 *	100	75,750		
41	98,182 *	101	75,600		
42	97,525 *	102	75,250 *		
43	97,098				
44	97,000 *				
45	96,949 *				
46	96,931 *				
47	96,761				
48	95,000 *				
49	95,000				
50	95,000				
51	94,938 *				
52	94,697 *				
53	94,500 *				
54	92,820 *				
55	92,500				
56	92,500				
57	92,112 *				
58	92,000				
59	91,000				
60	91,000 *				

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TABLE I (Continued)

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	113,400 *
2	106,243 *
3	96,000 *
4	92,700 *
5	90,000 *
6	89,700 *
7	89,500 *
8	89,172 *
9	86,093 *
10	85,000 *
11	85,000 *
12	84,900 *
13	83,850 *
14	83,574 *
15	83,500 *
16	83,000 *
17	83,000 *
18	82,181 *
19	81,000 *
20	80,546 *
21	80,497 *
22	79,440 *
23	79,020 *
24	78,896 *
25	78,444 *
26	78,250 *
27	77,028 *
28	76,089 *
29	75,936 *
30	75,738 *
31	75,400 *
32	74,313 *
33	74,150 *
34	74,000 *
35	73,900 *
36	73,850 *
37	73,600 *
38	73,300 *
39	73,091 *
40	73,000 *
41	72,120 *
42	71,772 *
43	70,500 *
44	70,188 *
45	70,108 *
46	68,900 *
47	68,000 *
48	68,000 *
49	67,500 *
50	67,296 *
51	66,633 *
52	66,500 *
53	66,000 *
54	65,856 *
55	65,100 *
56	65,021 *
57	64,924 *
58	64,281 *
59	64,043 *
60	62,500 *

Rank	Salary
61	62,250 *
62	62,128 *
63	61,004 *
64	60,900 *
65	60,860 *
66	60,623 *
67	60,375 *
68	60,023 *
69	60,000 *
70	59,892 *
71	59,300 *
72	59,000 *
73	59,000 *
74	58,589 *
75	57,600 *
76	57,372 *
77	57,100 *
78	55,650 *
79	55,048 *
80	55,000 *
81	53,440 *
82	50,049 *
83	50,000 *
84	49,162 *
85	48,859 *
86	48,830 *
87	48,110 *
88	45,918 *
89	45,689 *
90	43,068 *
91	40,000 *
Average ***	73,669
Average All	69,631

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

Rank	Salary
1	119,400 *
2	100,975 *
3	88,005 *
4	86,767 *
5	85,600 *
6	83,600 *
7	77,951 *
8	76,045 *
Average ***	90,225
Average All	89,793

DEANS:
EDUCATION

Rank	Salary
1	113,000 *
2	112,100 *
3	107,683 *
4	105,250 *
5	104,370 *
6	100,000 *
7	100,000 *
8	98,566 *
9	98,500 *
10	97,500 *
11	97,000 *
12	96,750 *
13	96,480 *
14	96,000 *
15	95,957 *
16	95,000 *
17	95,000 *
18	94,600 *
19	93,000 *
20	93,000 *
21	92,600 *
22	92,000 *
23	91,845 *
24	91,500 *
25	91,350 *
26	91,000 *
27	90,700 *
28	90,129 *
29	90,000 *
30	89,750 *
31	(89,000) *
32	87,591 *
33	87,278 *
34	87,024 *
35	87,000 *
36	87,000 *
37	86,453 *
38	86,400 *
39	85,800 *
40	85,334 *
41	85,300 *
42	85,000 *
43	84,540 *
44	84,450 *
45	84,444 *
46	84,000 *
47	84,000 *
48	83,500 *
49	83,244 *
50	83,200 *
51	83,000 *
52	82,968 *
53	82,780 *
54	82,600 *
55	82,500 *

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TABLE I (Continued)

(Continued)

DEANS:
EDUCATION

Rank	Salary
56	82,000 *
57	81,800
58	81,741
59	81,000
60	81,000
61	80,782 *
62	80,000
63	80,000 *
64	80,000
65	79,695 *
66	79,564 *
67	79,440 *
68	79,400
69	78,850 *
70	78,700 *
71	78,688 *
72	78,500
73	78,423 *
74	78,000 *
75	77,575
76	77,508 *
77	77,300 *
78	77,212 *
79	76,694 *
80	76,440 *
81	76,200 *
82	75,050 *
83	75,000
84	74,004 *
85	74,000 *
86	73,600
87	73,278 *
88	72,900
89	72,500 *
90	72,500 *
91	71,760
92	71,551
93	71,000
94	70,893
95	70,392
96	69,818 *
97	69,714
98	69,600 *
99	69,500
100	68,700
101	68,000 *
102	68,000 *
103	67,253
104	67,229
105	67,000 *
106	66,879
107	66,706 *
108	65,926
109	65,892 *
110	65,100
111	65,000 *
112	64,428
113	64,000 *
114	64,000 *

Rank	Salary
115	63,900
116	63,790 *
117	63,750
118	63,003
119	60,878 *
120	60,000
121	58,240
122	57,194
123	57,000
124	54,915 *
125	52,000
126	47,600
Average ***	83,588
Average All	79,960

DEANS:
ENGINEERING

Rank	Salary
1	160,500 *
2	159,600 *
3	152,250 *
4	147,000 *
5	133,000 *
6	128,000 *
7	125,458 *
8	125,400 *
9	123,500 *
10	121,408 *
11	120,000
12	120,000 *
13	119,600 *
14	117,490 *
15	117,286 *
16	115,981 *
17	115,000 *
18	114,720 *
19	114,413 *
20	114,200 *
21	113,500 *
22	112,993 *
23	112,848
24	111,000 *
25	110,251 *
26	110,040 *
27	110,000
28	108,500 *
29	108,478 *
30	108,300 *
31	106,920 *
32	106,306 *
33	106,000 *
34	105,610
35	105,000 *
36	104,684 *
37	103,956
38	103,676 *
39	102,200
40	101,153 *

Rank	Salary
41	101,000 *
42	101,000
43	100,045 *
44	100,008 *
45	100,000
46	99,700
47	99,200 *
48	98,508 *
49	98,500 *
50	98,325 *
51	97,778 *
52	96,955
53	96,400 *
54	96,226 *
55	95,488 *
56	95,457 *
57	95,252
58	95,000
59	94,400 *
60	93,816 *
61	93,600 *
62	93,000 *
63	92,500 *
64	92,000 *
65	91,614 *
66	91,525 *
67	91,000
68	90,768 *
69	90,404 *
70	90,000
71	90,000 *
72	90,000
73	89,972 *
74	89,907
75	89,292
76	88,500
77	88,303
78	87,526
79	87,360
80	86,848
81	86,500
82	86,000 *
83	85,044 *
84	84,800
85	84,239 *
86	81,500
87	80,760 *
88	79,860 *
89	78,557
90	(78,200)
91	78,000 *
92	77,102 *
93	76,794 *
94	76,546
95	76,000 *
96	75,600 *
97	74,583
98	74,511
99	73,200 *

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TABLE I (Continued)

(Continued)

DEANS:
ENGINEERING

Rank	Salary
100	72,280
101	71,997
102	70,200
103	69,448 *
104	65,751
105	65,506
106	60,668 *
107	56,457

Average *** 103,167

Average All 98,070

DEANS:
FINE ARTS

Rank	Salary
1	(100,000) *
2	99,360 *
3	94,000 *
4	92,235 *
5	92,000 *
6	87,727 *
7	84,497 *
8	84,360
9	83,500
10	83,100 *
11	80,004
12	79,882
13	79,525
14	78,590 *
15	78,225 *
16	78,000 *
17	77,450 *
18	77,000 *
19	75,405
20	73,000
21	72,600
22	72,000 *
23	71,728
24	71,500
25	71,000 *
26	70,400 *
27	70,013
28	70,000
29	69,504
30	67,405
31	64,896 *
32	62,576 *
33	60,410 *
34	60,400 *

Rank	Salary
35	(60,000) *
36	59,420 *
37	56,536 *
38	55,021 *

Average *** 75,618

Average All 75,349

DEANS:
FORESTRY

Rank	Salary
1	99,640 *
2	96,300 *
3	92,000 *
4	89,088 *
5	83,310
6	80,500 *
7	76,800 *
8	76,100 *
9	75,990 *
10	75,234 *
11	73,943
12	67,228

Average *** 84,628

Average All 82,178

DEANS:
GRADUATE

Rank	Salary
1	120,850 *
2	115,006 *
3	110,800 *
4	109,293 *
5	109,120 *
6	108,160 *
7	105,700 *
8	105,309 *
9	103,440 *
10	102,362 *
11	100,000 *
12	100,000 *
13	96,800
14	95,000 *
15	90,000 *
16	90,000 *
17	89,246 *
18	88,500 *
19	88,000
20	87,900 *
21	87,470 *
22	86,800 *
23	85,400

Rank	Salary
24	85,008 *
25	84,870 *
26	84,500
27	84,396
28	84,300 *
29	84,189 *
30	83,978 *
31	83,600
32	83,450 *
33	83,200
34	82,667 *
35	82,500
36	81,935 *
37	81,500
38	81,278 *
39	81,000 *
40	80,500 *
41	80,151 *
42	80,000
43	80,000
44	79,920
45	79,600 *
46	79,000 *
47	77,700 *
48	77,000 *
49	76,500
50	76,425 *
51	76,000 *
52	75,000
53	75,000
54	75,000
55	75,000 *
56	74,359 *
57	74,000 *
58	73,300 *
59	73,000 *
60	72,750
61	72,400
62	72,281
63	71,789
64	(70,639)
65	70,400
66	70,200 *
67	70,000
68	69,831
69	69,600
70	69,312 *
71	69,177
72	69,000 *
73	68,952 *
74	68,330
75	67,830 *
76	67,406
77	(67,000)
78	66,879
79	66,800
80	66,564 *
81	66,493 *
82	65,520

(Continued)

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TABLE I (Continued)

(Continued)

DEANS:
GRADUATE

Rank	Salary
83	65,256
84	65,004
85	64,200
86	63,917
87	62,000
88	60,000 *
89	60,000
90	58,995 *
91	58,635
92	55,700
93	55,649 *
94	55,000 *
95	(53,000)
96	52,299 *
97	51,815
98	42,500
99	41,640

Average *** 83,070

Average All 77,775

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	98,000 *
2	96,100 *
3	95,000 *
4	93,522 *
5	84,000
6	83,975 *
7	80,074 *
8	79,800 *
9	77,390 *
10	77,136 *
11	77,000 *
12	74,046 *
13	70,200 *
14	69,855
15	68,675
16	(67,389)
17	63,460 *
18	63,400
19	60,888 *
20	56,820
21	48,300 *

Average *** 78,326

Average All 75,478

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	125,600 *
2	110,250 *
3	107,033 *
4	100,000 *
5	98,665
6	97,500 *
7	93,080
8	(92,300) *
9	91,495 *
10	88,200
11	87,458 *
12	86,028
13	85,105 *
14	85,000 *
15	84,271 *
16	82,900
17	82,500
18	81,963 *
19	81,000
20	80,649 *
21	80,589 *
22	80,000 *
23	79,228 *
24	79,073
25	(76,000)
26	75,000
27	74,112 *
28	74,000
29	72,000
30	67,875
31	67,527
32	(67,389)
33	67,360
34	67,160
35	65,200
36	62,700 *
37	61,734
38	61,000

Average *** 89,181

Average All 82,077

DEANS:
HOME ECONOMICS

Rank	Salary
1	99,500 *
2	98,000 *
3	97,000
4	97,000 *
5	96,100 *
6	93,600 *
7	93,480 *
8	92,650 *
9	90,100 *
10	88,500 *

Rank	Salary
11	86,000 *
12	85,728 *
13	81,770 *
14	77,568 *
15	77,480 *
16	76,800 *
17	76,650
18	76,500 *
19	75,350 *
20	75,000 *
21	74,400 *
22	74,400 *
23	70,000 *
24	(67,389)
25	(65,912)
26	58,891 *
27	55,462 *
28	53,612

Average *** 82,360

Average All 80,530

DEANS:
HUMANITIES

Rank	Salary
1	107,898 *
2	101,325 *
3	100,000
4	(98,560) *
5	96,480 *
6	95,000 *
7	91,125 *
8	83,280 *
9	82,640 *
10	(81,530)
11	75,600 *
12	73,882
13	71,000
14	70,000 *
15	68,500 *
16	65,472
17	60,000

Average *** 88,219

Average All 83,664

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TABLE I (Continued)

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	(119,450)*
2	102,000 *
3	101,500 *
4	98,000 *
5	94,700 *
6	92,218 *
7	90,300 *
8	85,100 *
9	85,000 *
10	84,500 *
11	84,100 *
12	82,440 *
13	81,000 *
14	80,500 *
15	78,225 *
16	76,000 *
17	73,150 *
18	72,500 *
19	70,004 *
20	69,816 *
21	68,700 *
22	65,000 *
23	62,832 *

Average *** 84,282

Average All 83,349

DEANS:
LAW

Rank	Salary
1	162,000 *
2	145,800 *
3	145,000 *
4	141,300 *
5	140,000 *
6	140,000 *
7	139,555 *
8	139,314 *
9	138,810 *
10	136,000 *
11	131,000 *
12	130,000 *
13	129,600 *
14	128,000 *
15	127,600 *
16	123,480 *
17	123,200 *
18	122,000 *
19	120,294 *
20	116,000 *
21	115,000 *
22	115,000 *
23	114,500 *
24	114,372 *
25	113,500 *

Rank	Salary
26	112,162 *
27	111,182 *
28	111,000 *
29	109,500 *
30	108,876 *
31	107,628 *
32	105,000 *
33	105,000 *
34	104,500 *
35	101,124 *
36	99,960 *
37	98,435 *
38	97,500 *
39	96,852 *
40	96,000 *
41	92,962 *
42	91,692 *
43	91,000 *
44	88,910 *
45	88,500 *
46	87,873 *
47	86,000 *
48	85,000 *
49	84,000 *
50	83,000 *
51	82,805 *
52	77,000 *

Average *** 112,524

Average All 112,592

DEANS:
LIBERAL ARTS

Rank	Salary
1	118,000 *
2	108,360 *
3	104,500 *
4	101,200 *
5	100,060 *
6	94,483 *
7	94,189 *
8	(90,804) *
9	87,400 *
10	86,400 *
11	85,100 *
12	84,307 *
13	82,236 *
14	82,000 *
15	81,000 *
16	78,288 *
17	77,932 *
18	73,000 *

Rank	Salary
19	72,500 *
20	72,450 *
21	72,430 *
22	69,635 *
23	67,062 *
24	64,480 *

Average *** 91,684

Average All 85,326

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	98,248 *
2	90,000 *
3	88,828 *
4	88,560 *
5	(85,625) *
6	85,000 *
7	85,000 *
8	82,000 *
9	80,000 *
10	77,440 *
11	76,650 *
12	72,833 *
13	70,000 *
14	66,140 *
15	64,000 *
16	64,000 *
17	62,000 *
18	60,419 *
19	60,000 *
20	54,915 *

Average *** 76,048

Average All 75,583

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TABLE I (Continued)

DEANS:
MATHEMATICS

Rank	Salary
1	116,640 *
2	(106,710) *
3	(97,000) *
4	(93,000) *
5	(82,000) *
6	(70,000) *
7	(70,000) *
8	65,770 *
9	65,162

Average *** 91,520

Average All 85,142

DEANS:
MUSIC

Rank	Salary
1	107,600 *
2	105,000 *
3	101,871 *
4	93,090 *
5	86,100
6	83,452
7	82,450 *
8	77,445
9	75,624 *
10	71,816 *
11	67,500 *
12	65,770 *

Average *** 85,636

Average All 84,810

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	118,000 *
2	108,000 *
3	106,550 *
4	105,400 *
5	104,060 *
6	94,120 *
7	89,640
8	86,809
9	86,000 *
10	82,000 *

Rank	Salary
11	75,821 *
12	(71,400)
13	66,150 *
14	60,155

Average *** 94,610

Average All 89,579

DEANS:
SCIENCE

Rank	Salary
1	123,000 *
2	117,528 *
3	111,430 *
4	110,997 *
5	110,400 *
6	110,200 *
7	(106,710) *
8	104,640 *
9	101,116 *
10	98,743 *
11	98,500
12	96,188 *
13	94,095 *
14	93,004 *
15	(93,000) *
16	91,000
17	90,804 *
18	89,900
19	89,100
20	87,108
21	86,500
22	86,400 *
23	85,000
24	84,000
25	82,549 *
26	82,500
27	82,159
28	(82,000)
29	(81,530)
30	78,900
31	78,672 *
32	77,057
33	77,000 *
34	75,252
35	74,348
36	73,761
37	(70,000) *
38	(70,000)
39	68,000 *
40	66,408
41	62,408
42	55,669
43	55,000

Average *** 96,404

Average All 87,269

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

Rank	Salary
1	110,000 *
2	107,000 *
3	106,550 *
4	104,040 *
5	100,100 *
6	99,640 *
7	98,984 *
8	(98,560) *
9	96,180 *
10	91,200 *
11	91,125 *
12	91,000
13	90,639 *
14	(89,000) *
15	81,000
16	69,372

Average *** 98,694

Average All 95,274

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TABLE I (Continued)

DEANS:
SOCIAL WORK

Rank	Salary
1	129,322 *
2	115,000 *
3	100,000 *
4	100,000 *
5	100,000 *
6	97,402 *
7	96,552 *
8	94,500 *
9	90,148 *
10	89,700 *
11	(89,000) *
12	88,275 *
13	88,200 *
14	86,400 *
15	86,000 *
16	85,593 *
17	85,074 *
18	84,817 *
19	82,425 *
20	81,900 *
21	81,176 *
22	80,250 *
23	77,100 *
24	70,895 *
25	70,000 *
26	68,049 *
27	68,000 *
28	67,950 *
29	60,000 *
Average *** 86,157	
Average All 86,680	

DEANS:
UNDERGRADUATE
STUDIES

Rank	Salary
1	92,000 *
2	89,460 *
3	84,525 *
4	83,450 *
5	78,500 *
6	(78,200) *
7	72,000 *
8	71,376 *
9	66,500 *
10	60,504 *
11	54,000 *
Average *** 84,496	
Average All 75,501	

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	106,832 *
2	88,000 *
3	86,372 *
4	84,850 *
5	80,000 *
6	78,923 *
7	76,700 *
8	76,200 *
9	71,050 *
10	64,263 *
11	63,180 *
12	63,000 *
13	63,000 *
14	62,232 *
15	61,000 *
16	36,312 *
Average *** 75,659	
Average All 72,620	

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	148,250 *
2	135,000 *
3	133,030 *
4	130,000 *
5	128,000 *
6	125,000 *
7	123,760 *
8	120,636 *
9	118,573 *
10	117,612 *
11	111,500 *
12	111,120 *
13	110,087 *
14	110,000 *
15	109,750 *
16	106,900 *
17	93,972 *
18	88,680 *
Average *** 118,641	
Average All 117,882	

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	248,745 *
2	246,400 *
3	240,000 *
4	230,000 *
5	205,140 *
6	203,500 *
7	202,500 *
8	200,000 *
9	198,400 *
10	194,000 *
11	176,800 *
12	176,450 *
13	175,500 *
14	174,900 *
15	172,000 *
16	161,700 *
17	161,000 *
18	160,143 *
19	146,016 *
20	135,147 *
21	133,128 *
22	131,000 *
23	130,000 *
24	127,749 *
25	126,000 *
26	125,000 *
27	123,300 *
28	(112,700) *
29	112,320 *
30	111,541 *
31	109,264 *
32	104,115 *
33	103,624 *
34	101,500 *
35	94,354 *
36	91,913 *
37	81,900 *
38	71,640 *
39	58,150 *
Average *** 152,629	
Average All 150,193	

Member of NASULGC

TABLE I (Continued)

MEDICAL DEANS:
NURSING

Rank	Salary
1	123,312 *
2	118,000 *
3	110,000 *
4	105,840 *
5	105,500 *
6	103,000 *
7	103,000 *
8	102,357 *
9	100,106 *
10	100,000 *
11	98,900 *
12	96,435 *
13	96,000 *
14	96,000 *
15	93,300 *
16	90,408 *
17	89,895 *
18	85,000 *
19	84,349 *
20	84,000 *
21	83,559 *
22	83,070 *
23	83,000 *
24	82,591 *
25	82,073 *
26	82,013 *
27	80,000 *
28	79,875 *
29	79,857 *
30	78,428 *
31	78,225 *
32	78,100 *
33	77,925 *
34	77,900 *
35	77,743 *
36	77,556 *
37	77,508 *
38	(76,000)
39	75,000 *
40	75,000 *
41	73,000 *
42	70,697 *
43	70,000 *
44	68,000 *
45	65,880 *
46	65,731 *
47	64,600 *
48	64,036 *
49	63,750 *
50	63,200 *
51	62,448 *
52	62,238 *
53	56,000 *
54	55,351 *
55	50,000 *

Average *** 85,347

Average All 82,286

MEDICAL DEANS:
OPTOMETRY

Rank	Salary
1	121,200 *
2	110,250 *
3	100,276 *
4	97,520 *
5	96,000 *
6	84,581 *

Average *** 105,049

Average All 101,638

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	128,000 *
2	125,220 *
3	111,500 *
4	109,920 *
5	109,350 *
6	107,957 *
7	106,000 *
8	105,500 *
9	105,000 *
10	101,374 *
11	101,371 *
12	100,276 *
13	100,000 *
14	97,308 *
15	97,126 *
16	96,006 *
17	(92,300) *
18	90,000 *
19	86,964 *
20	85,850 *
21	85,000 *
22	80,000 *
23	80,000 *
24	79,128 *
25	78,541 *
26	78,528 *
27	77,539 *
28	75,000 *
29	74,500 *
30	70,000 *
31	68,388 *
32	54,706 *

Average *** 92,756

Average All 92,449

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	137,800 *
2	129,300 *
3	119,900 *
4	109,500 *
5	107,500 *
6	105,000 *
7	102,440 *
8	100,428 *
9	100,200 *
10	100,000 *
11	99,000 *
12	94,620 *
13	93,612 *
14	92,240 *
15	90,000 *
16	89,211 *
17	88,500 *
18	85,234 *
19	82,000 *
20	81,600 *
21	79,836 *

Average *** 99,425

Average All 99,425

Member of NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-seven participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

Rank	Salary
1	117,900
2	115,000
3	95,000
Average	109,300

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	161,750
2	144,309
3	142,750
4	135,000
5	135,000
6	134,000
7	130,500
8	129,860
9	129,388
10	127,000
11	125,000
12	121,000
13	112,552
14	111,241
15	110,500
16	109,150
17	100,000
18	95,200
19	95,000
20	95,000
21	83,900
22	83,500
23	82,599
Average	117,139

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	118,900
2	115,000
3	112,154
4	106,000
5	101,000
6	(97,000)
7	95,000
8	93,000
9	90,000
10	89,586
11	83,000
12	81,718
13	81,026
14	78,489
15	72,260
16	68,716
Average	92,678

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	121,000
2	120,000
3	117,000
4	106,150
5	102,400
6	101,500
7	99,750
8	(97,000)
9	86,000
Average	105,644

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	107,500
2	95,500
3	93,300
4	90,263
5	84,000
6	83,000
7	81,205
8	80,000
9	79,000
10	77,500
11	74,404
12	73,000
13	72,600
14	72,500
15	71,177
16	68,575
17	68,004
18	67,104
19	65,730
20	64,600
21	62,500
22	61,640
23	61,371
24	59,000
25	58,124
26	49,778
27	49,400
Average	72,992

TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	86,000
2	74,200
3	67,700
4	(66,000)
5	65,200
6	63,218
7	57,561
8	57,200
9	57,000
10	55,650
11	53,000
12	52,163
13	50,300
14	(48,700)
15	42,308
16	39,183
17	38,800
18	38,325
19	36,000
20	31,056
21	24,100

Average 52,555

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	92,311
2	90,623
3	90,406
4	89,933
5	87,000
6	86,800
7	85,814
8	82,247
9	78,400
10	78,300
11	75,244

Rank	Salary
12	74,349
13	73,830
14	72,888
15	71,000
16	64,189
17	63,128
18	62,832
19	62,716
20	62,500
21	61,525
22	61,500
23	59,000
24	58,824
25	58,400
26	57,036
27	57,000
28	56,650
29	56,000
30	54,080
31	52,176
32	50,000
33	47,112
34	44,000
Average	68,171

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	113,000
2	111,100
3	109,500
4	109,229
5	108,000
6	105,000
7	99,100
8	95,000
9	94,149
10	92,634
11	92,000
12	88,621
13	86,000

Rank	Salary
14	82,800
15	81,200
16	81,026
17	79,420
18	78,000
19	(76,140)
20	71,724
21	71,600
22	68,415
Average	90,712

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	93,000
2	83,900
3	82,000
4	76,000
5	75,608
6	(75,000)
7	72,000
8	66,500
9	63,795
10	63,630
11	62,000
12	60,700
13	59,427
14	57,800
15	56,800
16	54,490
17	53,106
18	52,172
19	51,584
20	51,470
21	48,441
Average	64,734

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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary	Rank	Salary
1	(75,000)	3	60,500
2	(71,962)	4	59,352
3	69,500	5	58,000
4	63,630	6	54,144
5	46,000	7	52,872
6	42,300	8	52,196
7	42,250	9	49,920
8	41,410	10	49,336
9	35,800	11	48,600
10	33,370	12	48,600
11	33,000	13	48,500
12	32,793	14	48,400
13	32,614	15	47,272
14	32,016	16	46,110
15	27,000	17	45,890
		18	44,520
		19	44,000
		20	43,860
		21	43,350
		22	43,056
		23	41,484
		24	34,893
		25	31,470
Average	45,243	Average	47,925

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary	Rank	Salary
1	(71,962)	1	83,300
2	71,537	2	69,336
3	57,875	3	62,208
4	52,008	4	62,004
5	51,000	5	59,740
6	36,184	6	59,388
7	35,693	7	56,975
		8	56,000
		9	55,416
		10	54,000
		11	52,910
		12	51,060
		13	49,140
		14	46,452
		15	46,176
		16	45,573
		17	43,946
		18	41,319
		19	41,208
		20	39,732
		21	38,100
Average	53,751	Average	53,047

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary	Rank	Salary
1	(71,962)	1	71,500
2	71,537	2	65,000
3	57,875	3	65,000
4	52,008	4	60,795
5	51,000	5	57,432
6	36,184	6	57,000
7	35,693	7	55,385
		8	50,000
		9	49,896
		10	48,800
		11	48,800
		12	48,200
		13	46,493
Average	53,751	Average	53,047

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	66,000
2	64,827

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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary	Rank	Salary
1	53,000	15	54,814
2	(50,796)	16	53,900
3	50,200	17	52,728
4	49,100	18	52,000
5	47,046	19	(50,796)
6	47,035	20	50,004
7	46,500	21	49,700
8	44,200	22	49,696
9	43,550	23	(48,700)
10	37,500	24	45,040
11	36,096	25	40,350
12	36,000	Average	60,048
13	35,360		
14	34,440		
15	34,072		
16	32,460		
17	27,329		
18	25,850		
Average	40,585		

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary	Rank	Salary
1	84,000	1	104,250
2	81,000	2	96,200
3	79,032	3	94,531
4	75,000	4	93,200
5	74,200	5	89,100
6	67,000	6	88,000
7	66,100	7	87,000
8	65,031	8	84,968
9	64,507	9	84,000
10	62,900	10	82,680
11	61,403	11	82,512
12	58,800	12	79,356
13	57,918	13	79,134
14	56,587	14	79,000
		15	78,780
		16	73,503
		17	72,760
		18	72,283
		19	71,000
		20	70,000
		21	69,800
		22	69,444
		23	68,516

Rank	Salary
24	67,000
25	65,000
26	56,860
Average	79,186

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	78,954
2	68,000
3	66,303
4	66,222
5	61,050
6	57,512
7	57,499
8	56,004
9	53,487
10	52,638
11	47,097
12	46,725
13	46,280
14	39,011
Average	56,913

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	68,797
2	68,549
3	67,703
4	50,608
5	44,847
6	42,800
7	39,405

(Continued)

TABLE II (Continued)
—ATLANTA REGION—

(Continued)

Rank	Salary	STUDENT AFFAIRS OFFICERS: REGISTRAR		Rank	Salary
8	37,730			8	49,069
9	34,622			9	48,697
10	31,208			10	48,150
11	30,157	Rank	Salary	11	47,949
12	30,000	1	77,561	12	46,669
13	26,410	2	71,035	13	46,466
14	22,823	3	67,920	14	44,550
15	22,284	4	64,487	15	44,361
		5	62,500	16	44,059
		6	62,400	17	40,770
Average	41,196	7	(61,400)	18	39,627
		8	60,478	19	39,300
		9	54,407	20	38,624

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	(68,958)
2	66,692
3	62,500
4	(61,400)
5	60,349
6	57,498
7	54,600
8	53,500
9	53,400
10	53,124
11	52,210
12	48,950
13	47,928
14	47,200
15	(46,005)
16	44,000
17	42,879
18	42,772
19	39,354
20	37,960
21	36,782
22	34,980
23	34,203
24	33,050
25	27,084
Average	48,295

10	53,950
11	53,900
12	53,500
13	51,600
14	48,880
15	48,384
16	48,114
17	48,049
18	48,000
19	47,560
20	(46,005)
21	44,982
22	43,207
23	41,331
24	38,004
25	37,832
Average	53,419

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	62,651
2	57,360
3	55,100
4	54,894
5	51,800
6	50,648
7	50,040

Average 45,683

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	65,901
2	61,500
3	60,100
4	59,280
5	54,150
6	54,000
7	52,250
8	52,019
9	50,960
10	48,200
11	48,000
12	45,808
13	41,055

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

(Continued)

Rank	Salary
14	41,032
15	40,416
16	40,074
17	40,000
18	38,577
19	36,678
20	35,380
21	34,057
22	33,000
23	32,206
24	30,780
25	30,000

Average 45,017

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	98,280
2	97,089
3	96,940
4	96,012
5	89,250
6	87,549
7	79,040
8	78,520
9	78,381
10	74,686
11	71,675
12	70,000
13	69,600
14	66,648
15	65,208
16	63,087
17	50,047
18	47,700
19	31,913
20	30,725

Average 72,118

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

Rank	Salary
1	126,000
2	110,158
3	94,900
4	(87,000)
5	69,000
6	60,000

Average 91,176

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	97,850
2	92,000
3	90,000
4	89,891
5	(87,000)
6	(85,000)
7	84,800
8	68,304

Average 86,856

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

Rank	Salary
1	89,724
2	89,606
3	81,996
4	71,907
5	70,924
6	58,800
7	(55,155)

Average 74,016

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,700
2	89,000
3	87,995
4	77,000
5	76,884
6	75,433
7	70,000
8	69,500
9	69,000
10	68,224
11	66,449
12	64,000
13	62,700
14	60,481
15	55,008

Average 72,292

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	87,158
2	85,000
3	80,600
4	78,825
5	75,336
6	74,200
7	72,000
8	(66,000)
9	60,000
10	52,000
11	50,900
12	50,648
13	45,000
14	36,700

Average 65,312

UNIVERSITY OF ARKANSAS
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PAID 1989-90

TABLE II (Continued)
—ATLANTA REGION—

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES		Rank	Salary	Rank	Salary
		8	64,000	18	37,459
		9	63,252	19	35,760
		10	63,000	20	34,920
Rank	Salary	11	62,504	21	32,251
1	88,996	12	62,340	22	31,920
2	88,400	13	59,000	23	30,426
3	86,000	14	58,800	24	29,286
4	73,000	15	58,308		
		16	58,268	Average	44,321
Average	84,099	17	56,700		
		18	55,313		
		19	55,161	PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTI- TUTIONAL ADVANCEMENT	
OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		20	54,810		
		21	54,320		
Rank	Salary	22	54,224	Rank	Salary
1	67,529	23	53,900	1	95,000
2	65,000	24	48,268	2	90,800
3	64,480	25	45,300	3	88,552
4	63,164	26	43,689	4	81,800
5	63,072	Average	60,116	5	81,710
6	62,954			6	80,000
7	62,000			7	(76,140)
8	58,920	OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		8	68,000
9	57,500			9	63,469
10	52,000			10	(62,424)
11	42,640	Rank	Salary	Average	78,790
12	41,781	1	62,000		
13	36,461	2	60,500	PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION	
Average	56,731	3	60,000		
		4	57,200		
OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		5	56,500		
		6	54,704	Rank	Salary
Rank	Salary	7	53,000	1	(104,000)
1	77,546	8	49,896	2	94,744
2	76,118	9	47,803	3	85,300
3	72,800	10	46,800	4	83,782
4	68,000	11	46,322	5	75,750
5	67,600	12	45,432	6	74,610
6	65,150	13	44,892	7	70,989
7	64,656	14	43,200	8	(62,424)
		15	40,400	9	60,357
		16	39,600		
		17	37,842	Average	79,106

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TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		Rank	Salary	Rank	Salary
		4	67,600	14	45,342
		5	67,600	15	38,500
		6	59,122	16	36,000
Rank	Salary	7	50,500		
1	71,300	8	36,000	Average	57,801
2	69,585				
3	66,000	Average	62,412		
4	64,896			PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES	
5	64,000				
6	63,000	PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT		Rank	Salary
7	62,400			1	101,000
8	62,381	Rank	Salary	2	85,500
9	62,139	1	(104,000)	3	(80,855)
10	56,100	2	100,000	4	74,200
11	52,000	3	(87,090)	5	62,970
12	51,896	4	83,500	6	60,560
13	50,509	5	82,000	7	60,000
14	49,217	6	71,899	8	57,720
15	47,323			9	51,230
16	46,826	Average	88,082	10	50,800
17	46,200			11	50,000
18	46,074			12	46,072
19	45,860	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		13	41,808
20	45,765			14	40,436
21	43,760	Rank	Salary	15	40,394
22	38,004	1	90,000	16	40,333
23	38,000	2	(80,855)	17	40,000
24	36,180	3	74,500	18	39,190
25	35,430	4	66,420	19	36,429
Average	52,594	5	61,569	20	34,132
		6	61,554	21	33,530
PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS		7	60,504	22	28,090
		8	55,151	23	27,120
Rank	Salary	9	55,000	Average	51,407
1	75,926	10	52,250		
2	71,550	11	50,000		
3	71,000	12	50,000		
		13	47,172		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	104,600
2	101,000
3	98,800
4	88,700
5	76,000
6	58,204
7	41,828
8	33,528
Average	75,333

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

Rank	Salary
1	121,800
2	116,700
3	102,000
4	100,000
5	99,361
6	96,500
7	95,000
8	92,383
9	91,750
10	88,300
11	85,367
12	84,200
13	82,800
14	82,500
15	80,000
16	76,656
17	74,500
Average	92,342

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	89,400
2	83,200
3	81,480
Average	84,693

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	98,640
2	82,401
3	79,879
4	78,700
5	71,447
6	67,656
7	63,758
8	62,000
9	60,300
10	60,000
11	59,807
12	58,000
13	55,704
14	53,000
15	52,205
16	47,300
17	45,523
18	45,126
19	39,000
20	38,675
Average	60,956

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	71,500
2	69,160
3	65,500
4	64,150
5	62,360
6	62,004
7	60,883
8	60,840
9	60,000
10	58,000
11	56,609
12	56,000
13	(55,155)
14	55,000
15	53,514
16	50,003
17	47,540
18	46,483
19	44,304
20	41,268
21	36,670
22	32,000
Average	54,952

DEANS:
AGRICULTURE

Rank	Salary
1	112,000
2	(106,700)
3	106,500
4	102,500
5	92,700
6	84,700
7	81,261
8	74,500
9	(55,912)
Average	91,864

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
ARCHITECTURE

Rank	Salary
1	104,200
2	94,600
3	86,509
4	80,000
5	80,000
6	77,500
7	76,400
8	76,150
9	70,000
Average	82,818

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	138,300
2	112,300
3	103,000
4	101,700
5	101,000
6	98,700
7	96,000
8	93,000
9	91,200
10	81,620
11	81,300
12	78,275
13	76,250
14	70,350
15	70,123
16	67,872
17	65,000
Average	89,764

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	132,000
2	118,000
3	116,000
4	108,600
5	103,296
6	101,500
7	101,000
8	100,000
9	99,850
10	97,098
11	97,000
12	92,820
13	90,566
14	90,300
15	90,100
16	89,875
17	88,631
18	84,000
19	83,161
20	82,000
21	79,900
22	77,600
23	72,591
24	71,276
Average	94,465

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	106,243
2	89,700
3	89,172
4	83,850
5	74,150
6	70,188
7	67,500
8	66,633

Rank	Salary
9	66,500
10	65,856
11	64,924
12	61,004
13	60,900
14	59,892
15	58,589
16	55,650
17	45,918
Average	69,804

DEANS:
EDUCATION

Rank	Salary
1	97,500
2	96,750
3	95,000
4	95,000
5	92,000
6	91,500
7	91,350
8	91,000
9	90,129
10	86,453
11	83,200
12	82,600
13	81,000
14	80,000
15	79,695
16	77,212
17	75,050
18	74,000
19	70,392
20	69,600
21	67,000
22	65,926
23	64,000
24	63,900
25	63,750
Average	80,960

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
ENGINEERING

Rank	Salary
1	159,600
2	113,500
3	108,300
4	106,306
5	105,000
6	102,200
7	101,153
8	101,000
9	98,325
10	96,226
11	93,000
12	90,404
13	90,000
14	86,848
15	86,500
16	84,239
17	78,000
18	74,511
Average	98,617

DEANS:
FINE ARTS

Rank	Salary
1	80,004
2	78,225
3	77,000
4	70,013
5	60,400
Average	73,128

DEANS:
FORESTRY

Rank	Salary
1	99,640
2	96,300
3	92,000
4	76,800
5	76,100
Average	88,168

DEANS:
GRADUATE

Rank	Salary
1	110,800
2	100,000
3	95,000
4	90,000
5	87,470
6	86,800
7	84,300
8	84,189
9	83,200
10	82,500
11	76,426
12	76,000
13	74,000
14	72,281
15	69,177
16	67,830
17	67,406
18	66,493
19	65,004
20	55,700
Average	79,729

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	110,250
2	100,000
3	98,665
4	93,080
5	87,459
6	80,589
7	67,527
8	65,200
Average	87,846

DEANS:
HOME ECONOMICS

Rank	Salary
1	99,500
2	97,000
3	77,480
4	76,800
5	75,000
6	74,400
7	70,000
8	(65,912)
Average	79,512

DEANS:
HUMANITIES

Rank	Salary
1	(98,560)
2	95,000
3	82,640
4	73,882
Average	87,521

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	101,500
2	94,700
3	92,218
4	84,500
5	78,225
6	76,000
7	72,500
8	70,004
9	62,832

Average 81,387

DEANS:
LAW

Rank	Salary
1	140,000
2	128,000
3	111,182
4	111,000
5	105,000
6	105,000
7	104,500
8	101,124
9	99,960
10	98,435
11	92,962

Average 108,833

DEANS:
LIBERAL ARTS

Rank	Salary
1	94,189
2	84,307
3	82,000

Rank	Salary
4	81,000
5	72,500
6	72,450
7	69,635

Average 79,440

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	90,000
2	88,560
3	77,440
4	64,000
5	60,419

Average 76,084

DEANS:
MATHEMATICS

Rank	Salary
1	(106,710)
2	(97,000)
3	(93,000)

Average 98,903

DEANS:
MUSIC

Rank	Salary
1	93,090
2	83,452
3	75,624
4	71,816

Average 80,996

DEANS:
SCIENCE

Rank	Salary
1	(106,710)
2	94,095
3	93,004
4	(93,000)
5	86,500
6	78,900
7	74,348
8	62,408

Average 86,121

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

Rank	Salary
1	99,640
2	(98,560)
3	90,639

Average 96,280

DEANS:
SOCIAL WORK

Rank	Salary
1	115,000
2	89,700
3	85,593
4	82,425
5	81,900
6	70,000
7	68,000

Average 84,660

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
UNDERGRADUATE
STUDIES

Rank	Salary
1	84,525
2	83,450
3	66,500
Average	78,158

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	133,030
2	123,760
3	120,636
4	117,612
Average	123,760

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	194,000
2	176,800
3	176,450
4	135,147
5	133,128
6	(112,700)
7	111,541
8	109,264
9	103,624
Average	139,184

MEDICAL DEANS:
NURSING

Rank	Salary
1	118,000
2	98,900
3	96,435
4	90,408
5	83,070
6	82,591
7	78,225
8	77,900
9	77,743
10	75,000
11	73,000
12	68,000
13	64,036
14	63,200
15	56,000
16	50,000
Average	78,282

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	109,350
2	107,957
3	105,000
4	100,000
5	90,000
6	85,000
7	77,539
Average	96,407

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	109,500
2	99,000
3	89,211
4	85,234
5	82,000
6	81,600
Average	91,091

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University - Bloomington
Indiana University - Purdue University at
Indianapolis
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota - Twin Cities
University of Toledo
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University
Wright State University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

Rank	Salary
1	146,500
2	146,280
3	145,000
4	135,000
5	123,500
6	121,325
7	118,000
Average	133,658

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	162,839
2	150,500
3	142,000
4	131,000
5	130,338
6	130,000
7	125,490
8	125,400
9	124,000
10	122,040
11	120,000
12	118,250
13	114,800
14	110,516
15	106,200
16	106,200
17	103,400
18	97,200
19	90,972
Average	121,639

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	147,960
2	138,000
3	131,000
4	120,000
5	117,200
6	109,000
7	103,312
8	(100,000)
9	(99,528)
10	97,500
11	96,504
12	94,359
13	93,000
14	83,118
15	80,000
16	(80,000)
Average	105,655

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	130,000
2	123,630
3	121,000
4	119,000
5	110,400
6	100,965
7	(100,000)
8	(99,528)
9	97,520
10	95,000
11	90,552
12	90,130
13	90,000
14	(80,000)
Average	103,409

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	108,248
2	105,000
3	101,000
4	96,000
5	92,000
6	86,675
7	(85,625)
8	82,500
9	82,250
10	81,500
11	81,046
12	79,550
13	73,068
14	71,472
15	70,000
16	70,000
17	69,163
18	69,000
19	68,200
20	68,064
21	66,850
22	66,600
23	64,100
24	62,927
25	60,820
26	57,800
27	55,640
Average	76,855

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PAID 1989-90

TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:		Rank	Salary	Rank	Salary
DIRECTOR OF AFFIRMATIVE ACTION		9	81,861	13	87,570
		10	78,300	14	86,500
		11	76,250	15	86,004
Rank	Salary	12	75,500	16	85,489
1	81,000	13	74,300	17	84,996
2	77,850	14	74,300	18	82,400
3	71,179	15	74,103	19	79,327
4	67,000	16	73,850	20	(76,824)
5	64,000	17	73,600	21	72,685
6	63,000	18	73,010	22	72,500
7	60,936	19	70,700	23	67,500
8	59,970	20	68,000	24	60,735
9	59,754	21	68,000		
10	56,560	22	66,648	Average	90,918
11	54,050	23	66,396		
12	53,000	24	65,430		
13	52,450	25	64,400	BUSINESS/FISCAL OFFICERS:	
14	51,500	26	63,100	CONTROLLER	
15	51,230	27	62,550		
16	51,000	28	59,870		
17	50,532	29	57,725	Rank	Salary
18	50,000	30	55,488	1	110,000
19	50,000	31	55,000	2	87,450
20	47,520	32	53,100	3	85,700
21	44,464			4	83,600
22	44,400	Average	74,018	5	79,900
23	42,500			6	76,962
24	32,320			7	75,684
				8	74,280
Average	55,676	BUSINESS/FISCAL OFFICERS:		9	69,801
		VICE PRESIDENT FOR BUSINESS		10	69,600
				11	69,570
ACADEMIC OFFICERS:		Rank	Salary	12	67,200
DIRECTOR OF COMPUTING SERVICES		1	146,475	13	66,520
		2	107,500	14	64,200
		3	(105,595)	15	59,400
Rank	Salary	4	105,050	16	58,080
1	118,680	5	105,009	17	57,960
2	102,400	6	100,680	18	56,801
3	91,620	7	99,631	19	56,710
4	88,446	8	99,621	20	56,100
5	85,861	9	(96,000)		
6	85,000	10	94,250		
7	83,004	11	91,500		
8	82,080	12	88,200		

(Continued)

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)		Rank	Salary	BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR	
BUSINESS/FISCAL OFFICERS:		3	69,801		
CONTROLLER		4	60,527		
		Average	68,732	Rank	Salary
Rank	Salary			1	72,250
21	55,363			2	70,500
22	54,050	BUSINESS/FISCAL OFFICERS:		3	63,500
23	54,042	DIRECTOR OF PURCHASING		4	61,480
24	49,700			5	60,600
				6	57,300
Average	68,278	Rank	Salary	7	55,600
		1	71,175	8	54,516
		2	65,300	9	51,288
BUSINESS/FISCAL OFFICERS:		3	62,800	10	51,000
TREASURER OR BURSAR		4	61,197	11	50,385
		5	59,200	12	49,200
		6	57,800	13	47,557
Rank	Salary	7	57,780	14	46,674
1	81,500	8	55,000	15	46,250
2	70,080	9	54,066	16	46,000
3	69,801	10	52,250	17	41,999
4	60,200	11	51,880	18	39,349
5	56,676	12	51,395	19	38,940
6	53,850	13	51,096	20	33,320
7	50,900	14	50,136		
8	50,672	15	49,200	Average	51,885
9	42,500	16	49,008		
10	41,400	17	48,488	BUSINESS/FISCAL OFFICERS:	
11	41,042	18	47,900	BUDGET OFFICER	
12	40,752	19	45,490		
13	37,231	20	45,285		
		21	44,880		
Average	53,585	22	44,800	Rank	Salary
		23	43,660	1	101,000
BUSINESS/FISCAL OFFICERS:		24	40,650	2	(81,000)
BUSINESS MANAGER		25	36,573	3	77,300
		Average	51,880	4	76,000
				5	73,077
Rank	Salary			6	69,570
1	72,800			7	63,300
2	71,800			8	62,040
				9	60,384

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)		Rank	Salary	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS	
BUSINESS/FISCAL OFFICERS: BUDGET OFFICER		22	28,976		
		23	25,248		
		24	24,830		
Rank	Salary	Average	41,766	Rank	Salary
10	60,000			1	129,322
11	59,664			2	102,000
12	57,444			3	98,880
13	56,750			4	94,250
14	55,116			5	90,700
15	55,000			6	90,015
16	53,464			7	(88,620)
17	44,500			8	87,397
18	41,790			9	86,130
19	36,550			10	85,810
Average	62,313			11	85,728
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		Rank	Salary	12	84,000
		1	102,600	13	82,925
		2	96,000	14	81,000
		3	86,300	15	78,000
		4	73,091	16	76,650
		5	69,801	17	71,350
		6	69,492	18	71,060
		7	69,300	19	71,000
		8	67,747	20	68,730
		9	67,700	21	68,000
		10	64,440	22	66,591
		11	62,850		
		12	62,700	Average	84,462
		13	61,000		
		14	60,000	STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS	
		15	58,644		
		16	58,140	Rank	Salary
		17	56,000	1	97,500
		18	54,392	2	(88,620)
		19	54,000	3	78,150
		20	53,000	4	74,000
		21	52,350	5	71,000
		22	52,000	6	66,000
		23	45,840	7	63,500
		24	43,368		
		Average	64,198		
Rank	Salary				
1	73,680				
2	63,900				
3	54,975				
4	50,592				
5	49,500				
6	46,860				
7	44,867				
8	44,250				
9	42,500				
10	42,300				
11	42,216				
12	42,000				
13	41,200				
14	39,452				
15	39,251				
16	38,176				
17	37,602				
18	36,250				
19	32,600				
20	31,361				
21	29,800				

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)		Rank	Salary	Rank	Salary
STUDENT AFFAIRS OFFICERS:		3	76,850	14	58,008
DEAN OF STUDENT		4	72,735	15	55,892
AFFAIRS		5	69,000	16	55,500
		6	68,500	17	55,120
Rank	Salary	7	65,808	18	54,960
8	63,180	8	64,248	19	54,588
9	59,400	9	62,160	20	54,200
10	58,200	10	61,500	21	52,200
11	56,760	11	(61,405)	22	52,140
12	55,392	12	60,947	23	51,770
13	54,920	13	60,760	24	49,585
14	53,105	14	60,631	25	49,075
15	46,040	15	60,000	26	46,123
		16	58,154	27	45,040
Average	65,718	17	58,008		
		18	57,835	Average	58,551
		19	56,000		
STUDENT AFFAIRS OFFICERS:		20	55,981	STUDENT AFFAIRS OFFICERS:	
DEAN OF INTERNATIONAL		21	54,400	DIRECTOR OF FINANCIAL	
STUDENTS		22	54,080	AID	
		23	51,590		
Rank	Salary	24	51,537	Rank	Salary
1	76,800	25	49,763	1	72,537
2	59,000			2	67,400
3	54,441	Average	62,195	3	63,720
4	51,250			4	63,171
5	50,540	STUDENT AFFAIRS OFFICERS:		5	59,510
6	49,967	REGISTRAR		6	58,008
7	48,504			7	58,000
8	46,800			8	58,000
9	46,249			9	57,910
10	41,841	Rank	Salary	10	56,430
11	41,670	1	78,800	11	55,188
12	37,197	2	77,800	12	54,192
		3	67,800	13	53,880
Average	50,355	4	66,800	14	53,732
		5	66,782	15	53,654
		6	65,000	16	53,200
STUDENT AFFAIRS OFFICERS:		7	62,700	17	53,124
DIRECTOR OF ADMISSIONS		8	61,500	18	52,067
		9	(61,405)	19	51,836
		10	61,150		
Rank	Salary	11	59,815		
1	85,482	12	58,905		
2	77,500	13	58,206		

(Continued)

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

		Rank	Salary	Rank	Salary
STUDENT AFFAIRS OFFICERS:		24	41,785	3	87,987
DIRECTOR OF FINANCIAL		25	35,833	4	85,000
AID				5	78,672
Average			56,988	6	(76,824)
				7	(72,685)
				8	70,500
				9	66,656
				Average	82,213
Rank	Salary	STUDENT AFFAIRS OFFICERS:		OPERATIONS OFFICERS:	
20	51,770	DIRECTOR OF STUDENT		VICE PRES FOR INSTI-	
21	51,108	HEALTH CENTER		TUTIONAL PLANNING	
22	49,537	Rank	Salary	Rank	Salary
23	46,520	1	119,172	1	102,600
24	46,000	2	105,897	2	100,680
25	44,497	3	93,848	3	80,004
26	38,515	4	88,398	4	(72,685)
27	38,322	5	86,790	5	66,300
Average	54,142	6	85,800	6	63,200
		7	84,775	Average	80,912
STUDENT AFFAIRS OFFICERS:		8	77,579	OPERATIONS OFFICERS:	
DIRECTOR OF HOUSING		9	77,496	LEGAL COUNSEL	
		10	71,614	Rank	Salary
		11	69,000	1	100,000
		12	67,769	2	92,800
		13	66,358	3	90,000
		14	65,853	4	88,000
		15	64,399	5	88,000
		16	63,314	6	(87,450)
		17	62,628	7	(86,940)
		18	61,296	8	81,252
		19	60,300	9	77,400
		20	60,000	10	69,277
		21	51,428	11	67,315
		22	43,920		
		23	35,700		
		Average	72,319		
		OPERATIONS OFFICERS:			
		ADMINISTRATIVE			
		VICE PRESIDENT			
Rank	Salary	Rank	Salary		
1	(105,595)	1	(105,595)		
2	(96,000)	2	(96,000)		

(Continued)

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
12	67,047
13	66,700
14	65,000
15	57,091
16	56,304
17	52,000
18	46,345
19	40,000
Average	72,575

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	81,900
2	79,536
3	77,940
4	(75,924)
5	73,753
6	73,309
7	72,000
8	71,600
9	71,400
10	69,555
11	65,000
12	64,500
13	62,000
14	60,000
15	60,000
16	57,910
17	45,600
18	45,000
19	42,000
20	39,823
Average	64,438

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

Rank	Salary
1	72,000
2	71,880
3	(66,000)
Average	69,960

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	90,300
2	65,000
3	64,140
4	63,500
5	62,850
6	56,000
7	54,050
8	53,760
9	47,868
10	47,862
11	47,814
12	43,050
Average	58,016

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	93,500
2	87,400
3	84,800
4	80,037
5	73,250
6	71,880
7	69,000
8	68,601

Rank	Salary
9	66,200
10	(66,000)
11	65,424
12	65,115
13	65,112
14	64,422
15	64,276
16	63,000
17	62,082
18	62,000
19	61,900
20	61,000
21	60,100
22	59,888
23	59,675
24	59,280
25	54,379
26	52,987
27	49,000
Average	66,308

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	68,400
2	66,022
3	65,872
4	63,975
5	61,772
6	58,300
7	58,150
8	56,000
9	55,262
10	55,000
11	54,000
12	53,569
13	53,059
14	52,620

(Continued)

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

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TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary	Rank	Salary
1	83,250	20	36,180
2	73,500	21	35,000
3	69,365	22	34,512
4	69,015	23	31,525
5	65,214	Average	49,717
6	59,148		
7	59,000		
8	51,750		
9	50,000		
10	48,000		
11	42,631		
12	(40,032)		
13	35,000		
Average	57,377		

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	100,100
2	87,000
3	68,520
4	64,621
5	58,272
6	57,285
7	53,004
8	52,800
9	50,500
10	49,800
11	45,675
12	45,291
13	42,736
14	40,000
15	40,000
16	38,500
17	38,124
18	37,867
19	36,180

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	100,700
2	81,186
3	79,440
4	79,000
5	78,200
6	71,538
7	69,150
8	67,450
9	65,308
10	65,000
11	63,300
12	61,159
13	60,735
14	59,232
15	57,255
16	56,450
17	52,955
18	52,584
19	52,000
20	51,384
21	51,220
22	47,475
23	37,395

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	104,182
2	94,800
3	62,990
4	59,590
5	53,415
Average	74,995

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	107,600
2	103,000
3	102,000
4	93,192
5	92,000
6	90,613
7	90,185
8	83,978
9	82,000
10	80,000
11	70,400
Average	90,452

Average 63,483

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—CHICAGO REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	(81,000)
2	68,900
3	66,400
4	65,952
5	63,400
6	61,800
7	61,374
8	58,776
9	58,160
10	56,100
11	53,500
12	53,200
13	53,000
14	52,500
15	49,260
16	44,850
17	42,250
18	42,025
19	41,550
20	39,273
Average	55,664

DEANS:
AGRICULTURE

Rank	Salary
1	119,200
2	112,000
3	103,350
4	82,130
Average	104,170

DEANS:
ARCHITECTURE

Rank	Salary
1	100,080
2	99,932
3	97,679
4	93,588
5	88,000
6	75,932
Average	92,535

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	132,000
2	125,000
3	115,000
4	109,498
5	95,000
6	93,660
7	91,380
8	90,750
9	87,610
10	87,400
11	86,000
12	86,000
13	85,100
14	82,236
15	80,000
16	73,000
17	72,700
18	62,779
Average	91,951

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	155,451
2	145,603
3	139,000
4	113,379
5	108,100
6	106,500
7	105,000
8	100,000
9	99,000
10	97,525
11	96,949
12	96,931
13	94,939
14	92,500
15	91,000
16	89,640
17	89,050
18	85,655
19	85,600
20	84,330
21	84,295
22	82,944
23	82,800
24	82,200
25	78,300
26	71,000
Average	98,373

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	96,000
2	90,000
3	86,093

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

DEANS:

CONTINUING EDUCATION

Rank	Salary
4	84,900
5	83,000
6	81,000
7	79,440
8	79,020
9	78,896
10	77,028
11	76,089
12	75,738
13	74,313
14	74,000
15	73,900
16	73,850
17	72,120
18	65,100
19	64,043
20	62,250
21	57,600
22	43,068

Average 74,884

DEANS:

EDUCATION

Rank	Salary
1	112,100
2	104,370
3	100,000
4	96,480
5	96,000
6	93,000
7	92,600
8	90,700
9	87,591
10	84,540
11	84,000

Rank	Salary
12	83,244
13	83,000
14	82,968
15	82,780
16	81,000
17	79,440
18	79,400
19	78,850
20	78,700
21	74,004
22	73,600
23	71,760
24	70,893
25	68,700

Average 85,189

DEANS:

ENGINEERING

Rank	Salary
1	147,000
2	119,600
3	117,490
4	117,286
5	115,981
6	114,720
7	111,000
8	110,000
9	105,610
10	104,684
11	103,956
12	103,676
13	100,045
14	99,200

Rank	Salary
15	98,508
16	96,955
17	95,000
18	91,000
19	90,000
20	88,500
21	84,800
22	80,760

Average 104,353

DEANS:

FINE ARTS

Rank	Salary
1	99,360
2	94,000
3	87,727
4	84,360
5	83,100
6	79,882
7	79,525
8	78,590
9	78,000
10	72,600
11	69,504
12	56,536

Average 80,265

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
GRADUATE

Rank	Salary
1	115,006
2	103,440
3	100,000
4	90,000
5	83,978
6	83,600
7	81,000
8	80,000
9	79,920
10	77,700
11	75,000
12	73,300
13	70,400
14	69,831
15	69,600
16	65,256
Average	82,377

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	96,100
2	95,000
3	79,800
4	74,046
5	70,200
6	63,400
7	56,820
8	48,300
Average	72,958

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	107,033
2	(92,300)
3	81,963
4	80,000
5	75,000
6	72,000
Average	84,716

DEANS:
HOME ECONOMICS

Rank	Salary
1	96,100
2	93,480
3	86,000
Average	91,860

DEANS:
HUMANITIES

Rank	Salary
1	96,480
2	(81,530)
3	65,472
Average	81,161

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	102,000
2	90,300
3	85,100
4	84,100
5	82,440
Average	88,788

DEANS:
LAW

Rank	Salary
1	145,800
2	145,000
3	139,555
4	139,314
5	130,000
6	127,600
7	123,480
8	114,500
9	114,372
10	108,876
11	107,628
12	96,852
13	91,000
Average	121,844

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
LIBERAL ARTS

Rank	Salary
1	101,200
2	100,060
3	87,400
4	82,236
Average	92,724

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	98,248
2	(85,625)
3	80,000
4	72,833
5	62,000
Average	79,741

DEANS:
MUSIC

Rank	Salary
1	107,600
2	105,000
3	101,871
Average	104,824

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	108,000
2	106,550
3	94,120
Average	102,890

DEANS:
SCIENCE

Rank	Salary
1	110,200
2	91,000
3	85,000
4	82,549
5	(81,530)
6	75,252
7	66,408
Average	84,563

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

Rank	Salary
1	110,000
2	106,550
3	104,040
4	69,372
Average	97,491

DEANS:
SOCIAL WORK

Rank	Salary
1	129,322
2	96,552
3	90,148
4	88,275
5	86,400
6	85,074
7	70,895

Average 92,381

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	88,000
2	84,850
3	78,923
4	76,700
5	76,200
6	64,263

Average 78,156

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	130,000
2	118,573
3	111,120
4	110,000
5	106,900
6	88,680

Average 110,879

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TABLE II (Continued)
—CHICAGO REGION—

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	240,000
2	230,000
3	205,140
4	161,700
5	146,016
6	131,000
7	130,000
8	126,000
9	123,300
10	112,320
11	81,900
Average	153,398

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	125,220
2	109,920
3	105,500
4	101,374
5	101,371
6	(92,300)
7	79,128
Average	102,116

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	119,900
2	94,620
3	92,240
4	90,000
Average	99,190

MEDICAL DEANS:
NURSING

Rank	Salary
1	123,312
2	105,840
3	103,000
4	102,357
5	100,106
6	96,000
7	93,300
8	84,349
9	83,000
10	79,875
11	64,600
Average	94,158

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-seven participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
Northeast Louisiana University
Northwest State University of Louisiana
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of North Texas
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

Rank	Salary
1	160,000
2	140,000
3	110,000
Average	136,667

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	168,000
2	155,000
3	137,000
4	135,000
5	122,000
6	115,000
7	114,000
8	114,000
9	111,510
10	110,458
11	110,000
12	106,576
13	102,160
14	101,200
15	100,128
16	97,200
17	88,400
18	83,555
19	77,308
20	77,308
21	77,308
22	77,308
23	62,160
24	62,118
Average	104,362

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	141,750
2	120,000
3	102,250
4	(100,000)
5	99,000
6	99,000
7	94,500
8	88,000
9	81,400
10	80,288
11	80,000
12	78,750
13	78,344
14	76,330
15	75,200
16	74,970
17	72,885
18	70,000
19	68,065
20	64,000
21	62,510
22	62,400
Average	84,984

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	124,400
2	(100,000)
3	95,665
4	84,750
5	51,110
Average	91,185

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	88,000
2	78,228
3	76,944
4	74,000
5	73,524
6	73,500
7	72,765
8	72,000
9	70,035
10	68,640
11	68,000
12	67,500
13	64,346
14	64,300
15	59,280
16	59,044
17	58,025
18	57,216
19	54,560
20	53,200
21	52,843
22	52,246
23	50,400
24	44,720
25	33,649
26	33,000
Average	62,306

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	(60,908)
2	60,585
3	53,158

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
4	49,321
5	(47,903)
6	43,989
7	42,000
8	40,687
9	40,000
10	40,000
11	39,270
12	36,750
13	35,000
14	34,889
15	33,996
16	32,130
17	30,000
Average	42,387

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	115,000
2	101,220
3	80,016
4	79,250
5	73,500
6	70,000
7	68,600
8	67,600
9	66,150
10	65,477
11	65,376
12	62,500
13	57,400
14	56,805
15	56,314
16	56,241

Rank	Salary
17	56,114
18	54,909
19	54,496
20	53,624
21	53,522
22	53,443
23	52,590
24	52,518
25	52,500
26	52,500
27	51,700
28	49,782
29	48,204
30	(47,903)
31	47,352
32	47,087
33	46,176
34	43,946
35	42,230
36	42,115
37	41,513
Average	59,072

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	109,200
2	106,700
3	98,000
4	97,000
5	94,500
6	90,000
7	88,295
8	85,000
9	84,457
10	84,426
11	84,000
12	82,000
13	81,127
14	80,068
15	79,800

Rank	Salary
16	76,674
17	76,330
18	76,125
19	74,917
20	72,885
21	66,612
22	66,001
23	64,293
24	63,440
25	63,000
26	58,000
Average	80,879

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	79,673
2	75,000
3	71,715
4	70,875
5	68,004
6	67,000
7	66,700
8	60,422
9	58,800
10	54,685
11	51,136
12	51,110
13	48,880
14	47,944
15	(46,767)
16	46,403
17	45,386
18	45,000
19	44,310
20	42,500
21	42,000
Average	56,396

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DALLAS REGION—

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	51,900
2	49,660
3	46,494
4	44,752
5	44,000
6	42,224
7	41,388
8	40,950
9	39,819
10	37,236
11	34,816
12	31,921
13	28,000
14	26,796
15	26,796
16	25,967
17	25,200

Rank	Salary
1	51,900
2	49,660
3	46,494
4	44,752
5	44,000
6	42,224
7	41,388
8	40,950
9	39,819
10	37,236
11	34,816
12	31,921
13	28,000
14	26,796
15	26,796
16	25,967
17	25,200

Average 37,525

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	77,910
2	69,300
3	68,004
4	57,141
5	56,700
6	52,563
7	52,500
8	50,605
9	47,000
10	41,868
11	41,860
12	38,517

Rank	Salary
13	38,325
14	36,372
15	28,350
16	23,167

Average 48,761

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	63,630
2	62,600
3	58,396
4	53,372
5	48,300
6	47,943
7	46,908
8	46,725
9	45,150
10	(45,000)
11	42,630
12	(42,120)
13	42,120
14	41,293
15	40,872
16	40,080
17	40,000
18	40,000
19	38,610
20	38,326
21	37,128
22	36,999
23	36,744
24	35,380
25	31,000
26	30,202
27	27,905

Average 42,942

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	58,888
2	58,662
3	57,600
4	55,650
5	48,157
6	46,992
7	45,203
8	45,150
9	44,626
10	44,500
11	44,496
12	43,160
13	41,940
14	40,000
15	37,498
16	37,280
17	34,840
18	34,070
19	27,786

Average 44,553

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	77,910
2	66,150
3	63,710
4	59,600
5	55,849
6	50,400
7	47,138
8	(46,767)
9	(46,200)

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

		BUSINESS/FISCAL OFFICERS:		Rank	Salary
BUSINESS/FISCAL OFFICERS:		DIRECTOR OF PERSONNEL		8	79,560
BUDGET OFFICER				9	79,000
				10	78,383
				11	74,337
Rank	Salary	Rank	Salary	12	72,500
10	46,100	1	62,800	13	69,615
11	45,536	2	59,850	14	68,000
12	44,616	3	59,115	15	67,500
13	43,500	4	55,125	16	67,100
14	42,840	5	55,000	17	67,000
15	36,182	6	54,944	18	66,999
16	35,350	7	54,080	19	63,336
17	20,099	8	52,000	20	60,000
		9	51,408	21	58,240
		10	51,331		
		11	50,400		
Average	48,703	12	48,878	Average	75,054
		13	47,680		
		14	47,200		
		15	46,767		
BUSINESS/FISCAL OFFICERS:		16	46,300	STUDENT AFFAIRS OFFICERS:	
DIRECTOR OF PAYROLL		17	(45,000)	DEAN OF STUDENT	
		18	44,722	AFFAIRS	
Rank	Salary	19	44,508	Rank	Salary
1	50,616	20	44,340	1	75,628
2	47,250	21	(42,120)	2	64,200
3	(46,200)	22	41,808	3	61,793
4	40,535	23	41,475	4	57,768
5	40,000	24	39,579	5	56,700
6	39,690	25	31,500	6	55,110
7	34,716	26	25,594	7	53,040
8	33,949			8	52,000
9	33,899	Average	47,828	9	49,342
10	33,774			10	49,229
11	31,910	STUDENT AFFAIRS OFFICERS:		11	48,825
12	31,572	VICE PRESIDENT FOR		12	48,425
13	31,500	STUDENT AFFAIRS		13	48,000
14	27,012			14	47,959
15	27,000	Rank	Salary	15	46,250
16	26,520	1	96,000	16	44,387
17	25,920	2	87,360	17	44,108
18	23,920	3	85,008	18	43,610
19	19,992	4	85,000	19	42,640
		5	85,000	20	36,972
Average	33,999	6	83,200		
		7	83,000	Average	51,299

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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	53,655
2	51,160
3	49,000
4	48,300
5	46,200
6	41,184
7	40,500
8	38,325
9	34,300
10	33,262
11	32,484
12	27,920
13	26,634
14	21,161
15	18,200
Average	37,486

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	69,825
2	67,410
3	65,604
4	(57,996)
5	56,368
6	54,599
7	52,211
8	52,130
9	(52,000)
10	51,896
11	51,607
12	(51,555)
13	50,614
14	47,507
15	46,000
16	43,500
17	41,664

Rank	Salary
18	41,500
19	40,425
20	40,265
21	(39,900)
22	37,221
23	35,644
24	34,839
25	29,640
26	27,733
Average	47,679

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	64,020
2	59,137
3	58,443
4	58,000
5	(57,996)
6	55,772
7	54,600
8	(51,555)
9	48,254
10	48,000
11	47,956
12	47,852
13	47,290
14	47,261
15	47,000
16	46,800
17	44,203
18	44,061
19	43,841
20	41,600
21	41,600
22	(39,900)
23	35,608
24	35,040
25	32,031
Average	47,916

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	61,104
2	52,500
3	52,247
4	51,660
5	49,500
6	49,229
7	47,700
8	46,800
9	46,700
10	46,010
11	45,007
12	44,100
13	43,534
14	42,116
15	41,808
16	37,536
17	36,913
18	36,750
19	36,101
20	35,188
21	34,371
22	33,819
23	32,760
24	31,500
25	29,114
26	29,000
27	27,994

Average 41,521

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	69,825
2	54,947
3	53,795

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
4	53,754
5	51,471
6	50,926
7	49,608
8	46,725
9	45,950
10	43,500
11	41,500
12	39,336
13	38,621
14	38,592
15	37,458
16	36,920
17	36,750
18	34,272
19	33,572
20	32,460
21	31,274
22	31,200
23	30,626
24	27,857
25	27,664
26	25,212

Average 31,216

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	85,170
2	77,976
3	75,338
4	74,316
5	74,315
6	73,868
7	72,200
8	70,674

Rank	Salary
9	68,517
10	67,600
11	67,175
12	64,584
13	63,000
14	58,517
15	58,000
16	54,444
17	53,211
18	42,000
19	38,000
20	37,099
21	32,508
22	28,392
23	24,840
Average	59,206

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

Rank	Salary
1	113,000
2	101,720
3	93,419
Average	102,713

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	94,500
2	82,891
3	82,866
4	76,330
5	72,963
6	71,118
7	63,000
Average	77,667

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

Rank	Salary
1	80,400
2	72,723
3	65,000
Average	72,708

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	84,800
2	84,000
3	73,164
4	67,817
5	61,982
6	61,950
7	53,000
8	50,400
9	46,200
Average	64,813

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	69,300
2	64,575
3	61,950
4	60,606
5	60,600
6	60,442
7	60,000
8	60,000

(Continued)

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TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT		Rank	Salary
				6	53,640
				7	51,350
				8	48,837
Rank	Salary	Rank	Salary	9	46,016
1	95,000	1	99,000	10	43,955
2	63,000	2	94,710	11	41,475
3	60,000	3	89,775	12	39,520
4	56,000	4	(72,000)	13	37,094
5	52,682			14	36,400
6	50,400	Average	88,871	15	34,320
7	50,358			16	33,845
8	49,920			17	31,952
9	49,000	PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		18	24,650
10	48,810			Average	45,926
11	47,500				
12	47,500	Rank	Salary	PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION	
13	43,595	1	74,000	Rank	Salary
14	42,629	2	64,000	1	87,393
15	38,361	3	63,000	2	70,764
16	38,328	4	62,996	3	70,000
17	37,884	5	62,000	4	53,550
18	36,750	6	61,880	5	38,000
19	35,257	7	48,758		
20	29,120	8	48,300	Average	63,941
21	26,624	9	46,240		
Average	47,558	10	44,720		
		11	36,750		
		12	35,000		
PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS		13	34,635		
		Average	52,483	RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH	
Rank	Salary	PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES		Rank	Salary
1	69,300			1	97,760
2	60,375			2	93,000
3	51,000			3	90,000
4	46,800			4	90,000
Average	56,869	Rank	Salary	5	84,500
		1	65,199	6	71,508
		2	63,000		
		3	60,757	Average	87,795
		4	59,000		
		5	55,650		

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TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	105,840
2	92,400
3	85,280
4	85,008
5	79,019
6	76,450
7	71,605
8	69,000
Average	83,075

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	97,361
2	73,923
3	65,666
4	65,000
5	64,050
6	63,000
7	60,300
8	57,834
9	50,989
10	50,960
11	48,636
12	43,575
13	41,769
14	39,520
15	39,110
16	36,563
17	36,400
18	34,909
19	34,335
20	25,596
Average	51,475

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	63,600
2	55,000
3	54,768
4	54,600
5	53,200
6	52,650
7	52,416
8	50,400
9	48,300
10	47,250
11	46,800
12	45,000
13	42,328
14	41,073
15	40,560
16	38,910
17	(32,506)
Average	48,198

DEANS:
AGRICULTURE

Rank	Salary
1	159,000
2	96,495
3	93,600
4	85,280
5	82,586
6	81,400
7	74,000
8	55,317
9	54,080
Average	86,862

DEANS:
ARCHITECTURE

Rank	Salary
1	111,000
2	99,228
3	85,000
4	80,000
5	77,000
6	76,000
7	75,711
8	73,600
9	64,644
10	47,840
Average	79,002

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	97,500
2	93,000
3	91,520
4	90,200
5	86,775
6	85,008
7	75,165
8	72,200
9	69,714
10	68,145
11	67,229
12	66,260
13	65,000
14	65,000
15	60,840
Average	76,904

TABLE II (Continued)
—DALLAS REGION—

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	148,400
2	136,080
3	135,800
4	133,500
5	104,000
6	101,520
7	100,008
8	95,000
9	94,697
10	92,000
11	87,200
12	63,473
13	62,328
14	61,900
15	61,000
16	60,605
17	69,714
18	69,000
19	67,229
20	66,879
21	63,000
22	62,400
23	60,349
24	50,000

Average 89,420

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	85,000
2	73,600
3	68,900
4	68,000
5	65,021
6	60,860

Rank	Salary
7	60,375
8	55,000
9	50,049
10	40,000

Average 62,681

DEANS:
EDUCATION

Rank	Salary
1	100,000
2	97,000
3	95,957
4	93,000
5	85,800
6	80,782
7	80,000
8	79,564
9	77,300
10	76,694
11	76,440
12	71,551
13	71,000
14	69,714
15	69,500
16	67,229
17	66,879
18	65,000
19	64,428
20	60,000
21	58,240
22	57,194
23	57,000
24	52,000
25	47,600

Average 72,795

DEANS:
ENGINEERING

Rank	Salary
1	160,500
2	152,250
3	120,000
4	110,251
5	110,040
6	100,008
7	100,000
8	95,488
9	92,000
10	91,614
11	89,972
12	88,303
13	87,360
14	76,546
15	76,000
16	72,280
17	70,200
18	65,751

Average 97,698

DEANS:
FINE ARTS

Rank	Salary
1	92,000
2	75,405
3	71,000
4	70,400
5	67,405
6	62,576

Average 73,131

TABLE II (Continued)
—DALLAS REGION—

DEANS:
GRADUATE

Rank	Salary
1	105,700
2	96,800
3	88,500
4	88,000
5	85,008
6	81,500
7	80,151
8	74,359
9	71,789
10	69,000
11	(67,000)
12	66,879
13	60,000
14	55,000
15	(53,000)
16	52,299
17	51,815
18	42,500
19	41,640
Average	70,049

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	82,500
2	(76,000)
3	67,360
4	67,160
5	61,000
Average	70,804

DEANS:
HOME ECONOMICS

Rank	Salary
1	93,600
2	76,650
3	58,891
4	53,612
Average	70,688

DEANS:
LAW

Rank	Salary
1	162,000
2	138,810
3	122,000
4	96,000
5	88,500
6	86,000
7	77,000
Average	110,044

DEANS:
LIBERAL ARTS

Rank	Salary
1	118,000
2	108,360
3	85,100
4	73,000
5	67,062
6	64,480
Average	86,000

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	85,000
2	76,650
3	70,000
4	66,140
Average	74,448

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	118,000
2	66,150
3	60,155
Average	81,435

DEANS:
SCIENCE

Rank	Salary
1	123,000
2	117,528
3	101,116
4	98,500
5	89,100
6	77,057
7	77,000
8	73,761
9	55,669
10	55,000
Average	86,773

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TABLE II (Continued)
—DALLAS REGION—

DEANS:
SOCIAL WORK

Rank	Salary
1	100,000
2	80,250
3	77,100
4	68,049
Average	81,350

MEDICAL DEANS:
NURSING

Rank	Salary
1	100,000
2	78,100
3	(76,000)
4	70,000
5	65,731
6	55,351
Average	74,197

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	137,800
2	102,440
3	100,000
Average	113,413

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	106,832
2	80,000
3	71,050
4	63,000
5	62,232
6	36,312
Average	69,904

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	128,000
2	100,276
3	75,000
4	70,000
Average	93,319

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Denver
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	123,424
2	110,000
3	107,568
4	106,300
5	106,164
6	92,880
7	89,804
8	80,000
9	79,500
10	79,100
11	76,000

Average 95,522

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	106,600
2	91,200
3	86,920
4	85,418
5	84,000
6	82,412
7	80,460
8	73,470
9	71,844
10	67,990
11	67,572
12	63,800

Average 80,141

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	98,616
2	95,500
3	85,000
Average	93,039

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	84,500
2	72,024
3	65,600
4	65,376
5	65,000
6	60,450
7	58,625
8	57,000
9	54,915
10	53,550
11	52,300
12	44,000
13	42,375

Average 59,670

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	55,750
2	48,000
3	(45,000)
4	42,200
5	40,176
6	38,940
7	37,647
8	33,400
9	31,716
10	28,765
11	25,598

Average 38,836

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	79,700
2	73,400
3	71,448
4	60,436
5	60,038
6	57,800
7	56,540
8	55,234
9	54,587
10	51,150
11	47,864
12	47,780
13	41,397
14	40,899

Average 57,020

TABLE II (Continued)
—DENVER REGION—

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	85,000
2	83,800
3	76,608
4	74,560
5	74,200
6	72,950
7	72,500
8	56,484
9	46,274

Average 71,375

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	70,000
2	63,600
3	61,800
4	56,854
5	54,600
6	50,675
7	49,332
8	44,351
9	41,260
10	38,774
11	30,334

Average 51,053

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	56,400
2	42,545
3	32,500
Average	43,815

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	59,500
2	40,008
3	38,390
4	32,191
5	26,990

Average 39,416

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	54,400
2	51,400
3	44,500
4	42,050
5	41,250
6	37,809
7	34,056
8	32,875
9	27,552
10	24,754

Average 39,065

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	54,228
2	46,700
3	46,000
4	37,716
5	35,560
6	31,750
7	31,000
8	22,594

Average 38,194

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	74,900
2	65,500
3	59,500
4	58,087
5	57,924
6	55,020
7	53,150
8	46,592
9	38,620
10	24,067

Average 53,336

TABLE II (Continued)
—DENVER REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	(56,268)
2	46,115
3	43,000
4	30,432
5	28,500
6	28,123
7	27,400
Average	37,120

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	62,840
2	59,700
3	58,400
4	(56,268)
5	55,020
6	52,000
7	(45,000)
8	44,304
9	39,136
10	38,820
11	33,472
12	30,002
Average	47,914

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	85,300
2	74,250
3	68,500
4	67,100
5	66,700
6	64,608
7	63,283
8	61,600
9	58,348
10	58,000
11	47,320
Average	65,001

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	51,460
2	50,000
3	46,704
4	44,400
5	43,850
Average	47,283

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	58,116
2	38,016
3	35,330
Average	43,821

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	55,500
2	50,500
3	50,000
4	49,450
5	47,250
6	47,130
7	45,432
8	42,764
9	38,573
10	36,400
11	31,558
12	31,380
13	28,242

Average 42,629

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	53,000
2	51,385
3	50,000
4	49,200
5	42,952
6	42,864
7	41,671
8	37,682
9	34,300
10	34,147
11	31,481

Average 42,607

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	59,000
2	52,920
3	47,950
4	47,000
5	41,124
6	40,728
7	40,000
8	39,700
9	37,929
10	33,000
11	31,380
12	31,185
13	28,033
Average	40,765

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	60,600
2	48,831
3	47,694
4	47,300
5	45,848
6	42,480
7	40,040
8	36,958
9	36,562
10	36,156
11	31,442
12	20,494
Average	41,200

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	83,680
2	83,164
3	74,508
4	66,500
5	56,992
6	51,771
7	49,600
8	34,378
Average	62,574

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	90,000
2	78,150
3	70,300
4	64,600
5	62,760
6	56,484
Average	70,382

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	95,800
2	80,304
3	60,000
4	39,000
Average	68,776

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	56,544
2	53,000
3	44,100
4	36,000
5	34,283
Average	44,785

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	71,100
2	58,000
3	51,588
4	33,900
Average	53,647

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	69,500
2	61,250
3	60,000
4	53,300
5	52,728
6	50,410
7	50,400
8	44,978
9	44,257
10	42,300
11	36,337
Average	51,405

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—DENVER REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	56,200
2	48,732
3	43,000
4	34,815
5	29,800
6	26,434
7	26,150
8	25,105

Average 36,280

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	84,000
2	74,400
3	74,250
4	72,048

Average 76,175

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	62,000
2	59,407
3	50,004
4	50,000
5	49,440
6	49,000
7	48,883
8	48,800
9	32,322
10	26,953

Average 47,681

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	63,600
2	46,000
3	40,000
4	38,736
5	35,000

Average 44,667

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	62,692
2	52,200
3	40,872
4	40,000
5	38,500
6	37,788
7	36,430
8	34,884

Average 42,921

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	86,500
2	74,520
3	73,600
4	67,764
5	55,000
6	32,425

Average 64,968

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

Rank	Salary
1	81,000
2	79,000
3	77,460
4	73,000
5	69,689
6	60,000

Average 73,358

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	66,000
2	63,500
3	59,250
4	57,630
5	55,649
6	54,540
7	40,657
8	38,700

Average 54,491

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	59,900
2	56,400
3	52,950
4	37,500
5	33,837
6	25,713

Average 44,383

TABLE II (Continued)
—DENVER REGION—

DEANS:
AGRICULTURE

Rank	Salary
1	85,600
2	77,200
3	75,888
4	73,300
5	71,600
6	63,808
Average	74,566

DEANS:
ARCHITECTURE

Rank	Salary
1	84,800
2	62,520
3	(60,000)
Average	69,107

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	86,100
2	84,800
3	73,000
4	66,000
5	62,760
6	60,000
7	59,099
Average	70,251

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	99,300
2	98,182
3	96,761
4	78,756
5	73,500
6	72,600
7	70,000
8	66,933
9	63,790

Average 79,980

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	73,091
2	62,128
3	60,000
4	57,372
5	50,000
6	49,162
7	48,830
8	48,110
9	45,689

Average 54,931

DEANS:
EDUCATION

Rank	Salary
1	85,334
2	83,500
3	78,000
4	69,818
5	68,000

Rank	Salary
6	68,000
7	64,000
8	63,790
9	60,878
10	54,915

Average 69,624

DEANS:
ENGINEERING

Rank	Salary
1	114,200
2	93,600
3	79,860
4	(78,200)
5	75,600
6	74,583
7	73,200
8	69,448
9	60,668

Average 79,929

DEANS:
FINE ARTS

Rank	Salary
1	73,000
2	60,410
3	(60,000)
4	59,420
5	55,021

Average 61,570

TABLE II (Continued)
—DENVER REGION—

DEANS:
GRADUATE

Rank	Salary
1	82,667
2	80,500
3	80,000
4	73,000
5	72,750
6	72,400
7	70,200
8	69,312
9	60,000
10	58,995
11	55,649
Average	70,498

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	74,112
2	67,875
3	62,700
Average	68,229

DEANS:
HOME ECONOMICS

Rank	Salary
1	90,100
2	74,400
3	55,462
Average	73,321

DEANS:
HUMANITIES

Rank	Salary
1	75,600
2	70,000
3	68,500
Average	71,367

DEANS:
LAW

Rank	Salary
1	136,000
2	91,692
3	88,910
4	83,000
Average	99,901

DEANS:
SCIENCE

Rank	Salary
1	104,640
2	86,400
3	(70,000)
4	68,000
Average	82,260

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	125,000
2	94,354
3	91,913
Average	103,756

MEDICAL DEANS:
NURSING

Rank	Salary
1	84,000
2	70,697
3	65,880
4	62,238
Average	70,704

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and
Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	151,580
2	143,000
3	118,800
4	115,000
5	114,500
6	110,500
7	107,000
8	105,000
9	104,700
10	104,700
11	101,900
12	99,789
Average	114,706

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	126,000
2	106,000
3	97,000
4	95,000
5	93,500
6	92,650
7	91,900
8	91,500
9	90,235
Average	98,198

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	131,000
2	101,892

Rank	Salary
3	94,930
4	78,046
Average	101,467

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	105,000
2	90,000
3	83,000
4	81,100
5	74,304
6	70,500
7	66,800
8	66,000
9	62,000
10	60,900
11	59,500
12	58,600
Average	73,142

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	74,500
2	58,000
3	56,295
4	52,550
5	51,360
6	51,150
7	50,424
8	50,277
9	48,442
10	45,000
11	28,000
Average	51,454

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	95,392
2	90,660
3	84,000
4	79,236
5	76,520
6	73,500
7	72,500
8	70,000
9	68,500
10	66,200
11	62,800
12	57,950
13	57,083
14	56,440
15	56,000
16	53,175
17	49,230
Average	68,776

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	127,600
2	115,300
3	100,500
4	93,228
5	92,500
6	89,000
7	86,000
8	78,500
9	(77,650)
10	76,500
11	73,684
12	70,200
Average	90,055

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PAID 1989-90

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	78,500
2	74,480
3	69,000
4	66,840
5	63,750
6	58,062
7	58,000
8	57,348
9	52,400

Average 64,264

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	63,800
2	51,750
3	49,000
4	35,365
5	34,720
6	33,800

Average 44,739

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	67,000
2	58,803
3	55,000
4	48,400

Average 57,301

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	68,000
2	54,433
3	53,807
4	50,670
5	48,865
6	46,452
7	45,000
8	43,000
9	42,783
10	42,000
11	38,069
12	36,750

Average 47,486

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	61,790
2	48,300
3	48,300
4	48,200
5	46,250
6	34,205
7	29,750

Average 45,256

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	69,200
2	62,888
3	58,000
4	57,450

Rank	Salary
5	55,452
6	54,000
7	52,600
8	51,110
9	44,300
10	42,750

Average 54,775

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	54,207
2	53,563
3	51,850
4	42,590
5	41,100
6	37,500
7	35,300
8	34,960
9	34,934
10	28,500
11	23,539

Average 39,822

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	65,300
2	61,300
3	61,000
4	58,000
5	57,462
6	54,000
7	52,900
8	52,056

(Continued)

TABLE II (Continued)
—KANSAS CITY REGION—

(Continued)

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

Rank	Salary
9	51,000
10	49,350
11	47,962
12	45,500
13	44,000

Average 53,833

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

Rank	Salary
1	75,000
2	59,367
3	46,000
4	42,000
5	38,050
6	29,294

Average 48,285

Rank	Salary
5	(55,757)
6	50,807
7	50,000
8	48,276
9	42,975
10	42,600
11	40,300

Average 52,089

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

Rank	Salary
1	98,700
2	93,500
3	87,000
4	87,000
5	82,000
6	81,675
7	80,000
8	75,200
9	73,700
10	73,300
11	70,308
12	70,000
13	68,005

Average 80,030

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

Rank	Salary
1	63,176
2	60,000
3	(60,000)
4	55,911
5	(55,757)
6	53,100
7	51,732
8	50,250
9	50,000
10	47,209
11	46,769
12	43,100
13	42,200

Average 52,246

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID**

Rank	Salary
1	(60,000)
2	58,300
3	55,000
4	54,875
5	52,022
6	48,039
7	47,520
8	43,460
9	43,200
10	43,000
11	40,112
12	33,004

Average 48,211

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

Rank	Salary
1	64,200
2	64,000
3	60,000
4	60,000
5	55,520

Average 60,744

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

Rank	Salary
1	65,720
2	64,174
3	56,200
4	56,173

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TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	75,600
2	64,950
3	61,300
4	60,000
5	56,380
6	51,852
7	41,075
8	40,000
9	32,900
Average	53,784

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	115,000
2	94,594
3	67,767
4	63,880
5	59,000
6	49,251
7	42,816
8	34,481
9	28,134
Average	61,658

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

Rank	Salary
1	82,100
2	81,546
3	62,217
Average	75,288

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	73,700
2	67,500
3	56,292
Average	65,831

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	84,450
2	81,750
3	80,000
4	74,304
5	73,000
6	69,500
7	57,240
8	47,300
9	38,000
Average	67,283

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	57,000
2	54,400
3	52,175
4	50,000
5	45,611
Average	51,837

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	77,400
2	68,850
3	68,500
4	66,319
5	64,800
6	64,400
7	63,400
8	59,500
9	57,000
10	57,000
11	56,391
12	56,000
Average	63,297

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	54,888
2	50,000
3	49,800
4	47,900
5	47,570
6	46,000
7	41,809
8	41,300
9	35,475
10	33,006
Average	44,775

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	95,580
2	90,000
3	70,057
Average	85,212

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

Rank	Salary
1	86,500
2	83,500
3	75,500
4	68,075
Average	78,394

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	98,000
2	88,152
3	84,350
Average	90,167

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	68,000
2	60,200
3	59,700
4	56,000
5	52,800
6	49,951
7	45,611
8	43,000
9	43,000
10	42,993
11	38,736
Average	50,908

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	74,000
2	55,561
3	50,448
4	43,680
5	38,538
Average	52,445

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	92,500
2	78,300
3	75,175
4	61,972
5	55,343
6	46,608
7	46,440
8	42,775
9	36,000
10	31,854
Average	56,697

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	72,450
2	65,240
3	58,000
4	58,000
5	54,000
6	53,000
7	49,500
8	48,500
9	43,200
10	36,364
Average	53,825

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

Rank	Salary
1	73,500
2	72,500
3	64,200
4	64,008
5	63,800
6	62,300
Average	66,718

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—KANSAS CITY REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	68,200
2	60,680
3	60,500
4	57,000
5	53,000
6	48,000
7	47,600
8	46,675
9	44,334
10	40,500
11	33,000
Average	50,863

DEANS:
AGRICULTURE

Rank	Salary
1	100,500
2	99,500
3	98,000
4	93,500
Average	97,875

DEANS:
ARCHITECTURE

Rank	Salary
1	84,000
2	81,500
3	77,450
Average	80,983

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	130,000
2	100,000
3	95,000
4	91,500
5	87,200
6	87,000
7	86,500
8	82,500
9	81,541
10	80,000
11	77,000
12	68,102
Average	88,862

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	126,400
2	100,000
3	99,000
4	95,000
5	92,500
6	89,052
7	82,400
8	80,000
9	79,500
10	75,250
11	69,864
Average	89,906

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	113,400
2	85,000
3	83,000
4	80,546
5	78,250
6	70,500
7	70,108
8	62,500
9	59,000
10	57,100
Average	75,940

DEANS:
EDUCATION

Rank	Salary
1	105,250
2	90,000
3	89,750
4	87,024
5	84,450
6	84,000
7	82,500
8	82,000
9	81,741
10	72,900
11	72,500
12	67,253
Average	83,281

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ENGINEERING

Rank	Salary
1	128,000
2	108,500
3	106,000
4	98,500
5	94,400
6	92,500
7	90,768
8	90,000
Average	101,064

DEANS:
FINE ARTS

Rank	Salary
1	77,450
2	71,500
3	70,000
Average	72,983

DEANS:
GRADUATE

Rank	Salary
1	120,850
2	84,870
3	83,450
4	81,935
5	75,000
6	75,000
7	66,800
8	63,917
9	62,000
Average	79,314

DEANS:
HOME ECONOMICS

Rank	Salary
1	98,000
2	88,500
3	85,728
4	76,500
Average	87,182

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	85,000
2	81,000
3	73,150
Average	79,717

DEANS:
LAW

Rank	Salary
1	123,200
2	115,000
3	109,500
4	85,000
5	84,000
Average	103,340

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	246,400
2	175,500
3	58,150
Average	160,017

MEDICAL DEANS:
NURSING

Rank	Salary
1	105,500
2	80,000
3	77,556
4	63,750
Average	81,702

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	111,500
2	85,850
3	80,000
Average	92,450

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	105,000
2	93,612
3	88,500
Average	95,704

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The eleven participating universities from these combined regions are as follows:

City University of New York
Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
Environmental Science
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Massachusetts
University of New Hampshire
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	148,785
2	127,000
3	126,800
4	126,800
5	126,800
6	116,550
7	110,000
8	108,999
9	104,000
10	99,225
11	96,813

Average 117,434

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	106,000
2	95,000
3	94,778
4	93,266
5	90,000

Average 95,809

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	126,000
2	121,900
3	117,500
4	110,000
5	94,264

Average 113,933

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	98,110
2	91,000
3	86,594
4	82,430
5	78,078
6	77,898
7	75,000
8	63,310

Average 81,553

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	78,273
2	72,000
3	69,500
4	64,253
5	51,323
6	49,350
7	37,451
8	34,680

Average 57,104

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	89,600
2	89,500
3	89,000
4	88,978
5	86,500
6	77,000

Rank	Salary
7	74,331
8	72,842
9	65,860
10	57,174
11	45,255

Average 76,004

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	112,000
2	105,000
3	103,000
4	98,000
5	92,882
6	91,000
7	86,938
8	85,000
9	81,000

Average 94,980

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	89,610
2	88,000
3	82,430
4	76,000
5	67,736
6	66,348
7	60,000
8	(58,000)
9	55,000
10	54,180

Average 69,730

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	72,000
2	65,875
3	58,127
4	(58,000)
5	50,843
6	47,880
7	46,233
Average	56,994

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	72,190
2	(58,000)
3	39,450
Average	56,547

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	66,900
2	(58,000)
3	56,700
4	56,116
5	54,000
6	51,322
7	49,410
8	48,500
9	46,310
10	44,245
Average	53,150

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	68,171
2	62,374
3	60,000
4	(58,000)
5	51,769
6	51,271
7	45,000
Average	56,655

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	83,781
2	76,457
3	70,874
4	70,319
5	67,800
6	(58,000)
7	55,850
8	54,689
9	52,840
10	51,999
Average	64,261

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	59,522
2	(58,000)
3	57,367
4	49,166
5	45,345
6	44,363

Rank	Salary
7	44,325
8	30,500
Average	48,574

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	73,307
2	72,420
3	72,219
4	66,250
5	65,000
6	65,000
7	62,291
8	58,700
9	58,000
10	56,084
Average	64,927

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	100,000
2	97,801
3	89,640
4	85,000
5	84,636
6	82,430
7	74,023
Average	87,647

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	87,000
2	84,238
3	77,708
4	69,550
5	59,500
6	45,403
Average	70,567

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	70,222
2	59,499
3	44,312
4	40,494
Average	53,632

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	66,150
2	65,500
3	64,809
4	62,694
5	62,449
6	60,974
7	59,500
8	55,238
9	52,968
10	51,323
Average	60,161

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	66,310
2	64,270
3	63,333
4	61,686
5	60,596
6	57,671
7	55,000
8	55,000
9	53,517
10	51,468
11	42,434
Average	57,390

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	63,597
2	57,596
3	57,404
4	56,720
5	52,930
6	51,323
7	50,085
8	48,703
9	48,546
10	46,759
11	43,050
Average	52,428

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	80,894
2	71,315

Rank	Salary
3	63,901
4	62,250
5	59,038
6	57,880
7	57,851
8	48,650
9	39,120
10	35,431
Average	57,633

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	111,724
2	98,446
3	98,000
4	87,000
5	78,050
6	66,369
7	42,870
8	36,225
Average	77,336

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	103,000
2	96,867
3	94,340
4	85,000
5	84,270
Average	92,695

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,220
2	74,290
3	60,000
Average	75,503

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	100,981
2	87,500
3	84,315
4	76,426
5	72,168
6	68,356
7	62,277
8	62,000
9	54,940
10	50,533
Average	71,950

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	93,300
2	80,940
3	68,130
4	68,047
5	61,732
6	60,500
Average	72,108

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	83,500
2	83,005
3	75,000
4	73,131
5	68,800
6	61,491
7	58,428
8	58,000
9	54,250
10	52,000
Average	66,761

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	74,331
2	70,500
3	70,200
4	70,041
5	61,368
6	57,700
7	54,405
8	49,150
9	47,400
10	44,890
Average	59,999

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	103,000
2	95,757
3	87,414

Rank	Salary
4	82,539
5	73,300
Average	88,402

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	82,430
2	78,000
3	67,626
4	60,500
5	56,000
6	52,300
7	52,237

Average	64,156
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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

Rank	Salary
1	66,000
2	64,776
3	48,432
4	47,783

Average	56,748
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PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

Rank	Salary
1	110,000
2	90,100
3	85,780

Average	95,293
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UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	85,085
2	67,449
3	60,000
4	59,000
Average	67,884

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	70,560
2	50,556
3	48,854
4	46,200
5	44,245
6	42,945
7	39,663
8	30,594
Average	46,702

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	88,257
2	86,915
3	73,920
4	55,000
Average	76,023

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

Rank	Salary
1	105,000
2	89,403
3	86,400
4	85,000
5	72,474
Average	87,655

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	79,235
2	69,778
3	69,058
4	68,210
5	66,184
6	58,311
7	48,367
8	47,280
Average	63,303

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	79,284
2	66,310
3	63,911
4	61,360
5	60,034
6	60,000
7	59,000
8	51,881

Rank	Salary
9	50,782
10	46,604

Average	59,917
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DEANS:
AGRICULTURE

Rank	Salary
1	108,896
2	98,500
3	92,000
4	81,750

Average	95,287
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DEANS:
ARTS AND SCIENCES

Rank	Salary
1	112,007
2	84,878
3	72,000

Average	89,628
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DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	114,000
2	112,007
3	99,500
4	95,000
5	91,000
6	84,278
7	76,000

Average	95,969
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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	83,574
2	82,181
3	80,497
4	73,300
5	68,000
6	60,623
7	60,023
8	59,000
Average	70,900

DEANS:
EDUCATION

Rank	Salary
1	98,566
2	98,500
3	87,000
4	85,000
5	80,000
6	73,278
Average	87,057

DEANS:
ENGINEERING

Rank	Salary
1	123,458
2	120,000
3	112,993
4	108,478
5	101,000
6	97,778
7	95,457
8	89,907
9	86,000
10	78,557
11	71,997
12	56,457
Average	95,340

DEANS:
GRADUATE

Rank	Salary
1	109,293
2	105,309
3	102,362
4	89,246
5	79,000
6	77,000
7	(70,639)
8	70,000
9	65,520
Average	85,374

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	97,500
2	91,495
3	88,200
4	85,105
5	85,000
6	80,649

Average 87,992

DEANS:
SCIENCE

Rank	Salary
1	110,997
2	98,743
3	82,159
Average	97,300

DEANS:
SOCIAL WORK

Rank	Salary
1	97,402
2	94,500
3	81,176
Average	91,026

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	128,000
2	125,000
3	110,087
Average	121,029

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	248,745
2	172,000
3	161,000
4	101,500

Average 170,811

MEDICAL DEANS:
NURSING

Rank	Salary
1	96,000
2	89,895
3	85,000
4	79,857
5	78,428

Average 85,836

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
University of Delaware
University of Maryland at Baltimore
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute
and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	143,378
2	143,378
3	143,377
4	129,710
5	127,440
6	125,489
7	122,000
8	108,790
9	97,108
10	91,831
11	84,800
Average	119,755

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	123,000
2	111,300
3	93,400
4	85,600
5	(77,695)
Average	98,199

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	125,000
2	120,500
3	116,000
4	97,500
5	83,076
6	(77,695)
Average	103,295

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	91,100
2	85,350
3	84,500
4	78,469
5	78,000
6	72,400
7	72,000
8	71,700
9	54,293
10	50,490
Average	73,830

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	75,000
2	67,000
3	53,700
4	51,300
5	51,000
6	50,350
7	47,500
8	42,357
Average	54,776

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	102,850
2	97,000
3	85,300
4	88,452
5	77,000

Rank	Salary
6	76,000
7	75,600
8	73,000
9	72,500
10	72,000
11	64,598
12	60,750
13	58,416
14	55,655
15	51,555
16	50,498
17	46,526
Average	71,276

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	124,500
2	110,000
3	95,500
4	(89,300)
5	80,699
6	75,000
7	71,919
Average	92,417

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	78,600
2	75,800
3	70,000
4	69,600
5	68,081
6	61,000
7	60,444
8	58,800
9	54,541
10	47,568
11	44,295

Average 62,612

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	71,978
2	62,475
3	52,904
4	52,162
5	52,162
6	48,250
7	42,022
8	39,935
9	39,071
10	30,557
11	28,232

Average 47,250

Rank	Salary
3	74,000
4	64,400
5	63,700
6	61,250
7	60,000
8	46,289
9	45,824
10	43,480
11	34,709
Average	61,523

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	53,000
2	48,644
3	43,654
4	41,748
5	37,918
6	31,959
7	31,661
8	29,230
9	27,965
10	26,213
Average	37,199

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	101,500
2	97,500
3	91,000
4	63,500
5	59,917
6	56,000
7	43,654
8	39,935
9	39,510
10	38,195
11	37,450
12	31,200

Average 58,280

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	74,500
2	70,800
3	64,785
4	64,500
5	62,348
6	54,541
7	49,220
8	46,217
9	40,884
10	27,694

Average 55,549

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	82,300
2	76,000
3	75,000
4	73,642
5	54,200
6	47,578
7	45,000
Average	64,817

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	97,100
2	85,996

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary	Rank	Salary
1	101,000	6	35,498
2	93,800	7	30,557
3	91,000	8	27,312
4	87,100	Average	58,743
5	81,700		
6	80,000		
7	78,000		
8	72,829		
9	61,048		
10	48,400		
Average	79,488		

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	70,000
2	63,100
3	62,880
4	50,000
5	49,000
6	44,052
7	36,100
Average	53,590

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	91,400
2	90,000
3	88,000
4	54,100
5	53,079

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	67,000
2	66,000
3	65,000
4	64,000
5	63,288
6	59,051
7	53,800
8	53,000
9	46,000
10	42,300
Average	57,944

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	69,215
2	66,800
3	65,700
4	59,200
5	51,000
6	50,300
7	50,100
8	45,000
9	37,060
Average	54,931

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	69,725
2	65,200
3	60,400
4	59,350
5	57,100
6	54,232
7	53,300
8	50,184
9	49,105
10	46,650
11	40,000
Average	55,022

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	63,000
2	57,200
3	56,650
4	48,360
5	47,500
6	45,768
7	43,654
8	42,483
9	40,920
10	40,550
11	37,500
Average	47,599

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	109,000
2	101,115
3	78,670
4	77,099
5	76,236
6	75,000
7	61,673
8	50,848
9	42,000
10	41,065

Average 71,271

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	98,000
2	91,500
3	91,000
4	74,300
5	67,500
6	61,000
7	57,000
8	48,000
9	44,748

Average 70,339

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	86,250
2	79,125
3	74,100
4	73,100
5	70,473
6	59,336
7	57,300
8	48,156
9	47,171

Average 66,112

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

Rank	Salary
1	115,500
2	115,000
3	111,300
4	108,000
5	93,500
6	(89,300)

Average 105,433

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

Rank	Salary
1	99,360
2	76,000
3	73,020
4	70,200

Average 79,645

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	72,200
2	65,000
3	61,083
4	58,686
5	52,000
6	39,935
7	38,976
8	37,649
9	36,600

Average 51,348

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	90,500
2	81,200
3	76,850
4	75,600
5	74,200
6	69,850
7	54,636

Average 74,691

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	80,000
2	60,000
3	55,400
4	54,295
5	48,000
6	41,880
7	33,407

Average 53,283

UNIVERSITY OF ARKANSAS
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PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	(119,450)
2	90,100
3	89,600
4	89,500
5	86,000
6	77,880
7	66,600
8	66,340
Average	85,684

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	88,500
2	80,500
3	76,000
4	70,200
5	66,073
6	51,495
7	49,600
Average	68,910

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	89,200
2	78,525
3	77,400
4	72,000
5	58,714
6	53,000
7	51,581
8	49,452
9	47,711
Average	64,176

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	(67,100)
2	66,100
3	59,000
4	56,601
5	56,263
6	49,000
7	46,286
8	36,704
Average	54,632

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	70,000
2	54,000
3	50,943
4	47,250
5	44,520
6	41,200
7	36,750
8	32,256
Average	47,115

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	84,525
2	63,000
3	59,500
4	56,600
5	56,300
6	54,000
7	53,000
8	49,000
9	43,236
Average	57,685

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

Rank	Salary
1	70,000
2	57,490
3	52,249
Average	59,913

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

Rank	Salary
1	112,300
2	112,000
3	83,000
Average	102,433

DEANS:
AGRICULTURE

Rank	Salary
1	109,290
2	105,100
3	84,075
4	76,380
Average	93,711

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS:
ARCHITECTURE

Rank	Salary
1	96,800
2	88,000
3	85,000
Average	89,933

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	98,850
2	98,000
3	90,000
4	88,500
5	87,400
6	72,792
7	72,150
Average	86,813

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	118,000
2	116,500
3	109,450
4	106,400
5	100,900
6	90,500
7	78,300
8	75,600
9	70,952
Average	96,289

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	89,500
2	75,400
3	71,772
4	64,281
5	55,048
Average	71,200

DEANS:
EDUCATION

Rank	Salary
1	113,000
2	94,600
3	86,400
4	85,300
5	81,800
6	75,000
7	72,500
8	65,892
9	65,100

Average 82,177

DEANS:
ENGINEERING

Rank	Salary
1	133,000
2	123,500
3	121,408
4	99,700
5	91,525
6	87,526
7	85,044

Average 105,958

DEANS:
GRADUATE

Rank	Salary
1	109,120
2	108,160
3	87,900
4	79,600
5	75,000
6	68,330
7	64,200

Average 84,616

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	93,522
2	83,975
3	(67,389)
4	60,888

Average 76,444

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	84,271
2	82,900
3	(67,389)

Average 78,187

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS:
HOME ECONOMICS

Rank	Salary
1	97,000
2	92,650
3	75,350
4	(67,389)
Average	83,097

DEANS:
LAW

Rank	Salary
1	131,000
2	129,600
3	116,000
4	97,500
Average	118,525

DEANS:
SCIENCE

Rank	Salary
1	111,430
2	89,900
3	(70,000)
Average	90,443

DEANS:
SOCIAL WORK

Rank	Salary
1	100,000
2	86,000
3	60,000
Average	82,000

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	135,000
2	111,500
3	93,972
Average	113,491

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	203,500
2	200,000
3	160,143
4	71,640
Average	158,821

MEDICAL DEANS:
NURSING

Rank	Salary
1	110,000
2	103,000
3	82,073
4	77,925
5	62,448
Average	87,089

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	97,308
2	97,126
3	68,388
Average	87,607

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University
California State University - Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Santa Barbara
University of California, Santa Cruz
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	165,100
2	146,700
3	144,500
4	138,900
5	134,100
6	132,145
7	129,675
8	126,563
9	113,376
10	111,804
11	109,857
Average	132,065

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	(136,500)
2	119,600
3	119,067
4	111,450
5	110,000
6	(107,831)
7	99,000
8	95,498
9	95,498
10	95,004
11	83,025
Average	106,588

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	127,000
2	111,450
3	(107,831)
Average	115,427

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	104,900
2	99,000
3	93,513
4	89,300
5	83,531
6	81,360
7	81,174
8	75,000
9	73,895
10	70,035
11	58,945
Average	82,787

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	74,200
2	68,020
3	65,813
4	64,800
5	57,000
6	55,137
7	55,000
8	49,387

Rank	Salary
9	48,581
10	44,652

Average	Salary
	58,259

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	91,773
2	89,100
3	84,000
4	80,892
5	75,600
6	75,579
7	74,800
8	71,670
9	67,990
10	54,381

Average	Salary
	76,579

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	(125,000)
2	115,500
3	(113,900)
4	105,167
5	(100,776)
6	95,000
7	94,904
8	94,283
9	90,000
10	84,530
11	80,000

Average	Salary
	99,915

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PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	98,900
2	82,000
3	75,710
4	75,068
5	74,566
6	70,084
7	64,600
8	60,750
9	54,000

Average 72,853

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	85,700
2	79,104
3	76,704
4	76,000
5	75,583

Average 78,618

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	69,095
2	67,200
3	62,885
4	61,725
5	58,774
6	57,312
7	54,948
8	53,258

Rank	Salary
9	49,388
10	46,691

Average 58,128

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	82,600
2	78,928
3	72,276
4	65,091
5	62,500

Average 72,279

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	104,200
2	76,333
3	72,804
4	69,874
5	68,262
6	68,040
7	63,636
8	52,410
9	42,836
10	41,538

Average 65,993

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	61,708
2	60,200
3	52,724
4	43,821
5	39,060
6	38,676

Average 49,365

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	105,700
2	86,927
3	79,000
4	76,000
5	75,696
6	65,934
7	63,000
8	59,550
9	51,304

Average 73,679

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	120,200
2	96,200
3	93,720
4	91,800
5	91,000
6	90,113
7	90,000
8	81,855
9	81,852
10	81,000

Average 91,774

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	88,600
2	79,032
3	65,984
4	60,547
5	58,000
6	54,000

Average 67,694

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	70,658
2	59,781
3	53,124
4	51,579
5	51,152
6	45,648

Average 55,324

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	(77,900)
2	71,024
3	70,744
4	70,269
5	69,828
6	68,400
7	62,500
8	50,625
9	43,841

Average 65,015

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	(77,900)
2	74,511
3	70,989
4	64,464
5	58,737
6	56,016
7	52,386
8	50,924
9	49,363

Average 61,699

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	75,600
2	68,976
3	66,875
4	66,479
5	64,236

Rank	Salary
6	60,852
7	59,670
8	52,015
9	45,109
10	44,916
11	43,373

Average 58,918

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	73,400
2	73,300
3	68,869
4	61,176
5	58,680
6	54,338
7	54,282
8	50,000
9	48,905
10	48,000
11	37,700

Average 57,150

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	102,459
2	101,807
3	94,942
4	89,820
5	76,782
6	72,600
7	68,696
8	37,490

Average 80,575

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PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

Rank	Salary
1	137,800
2	(135,500)
3	(100,776)
4	88,594
Average	115,918

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

Rank	Salary
1	104,200
2	99,600
3	96,188
4	93,150
5	87,433
Average	96,114

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,596
2	91,300
3	83,149
Average	89,015

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

Rank	Salary
1	(92,200)
2	87,300

Rank	Salary
3	78,400
4	71,286
5	69,149
6	61,000
7	60,500
8	58,725
9	53,445
Average	70,223

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

Rank	Salary
1	103,400
2	95,000
3	85,800
4	68,364
Average	88,141

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	84,705
2	79,884
3	74,366
4	71,688
5	71,000
6	70,000
7	68,196
8	63,264
9	58,211
10	57,713
11	52,500
Average	68,321

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	84,700
2	80,839
3	90,200
4	78,975
5	74,000
6	67,536
7	67,427
8	67,129
9	63,000
10	57,156
11	53,568
Average	70,412

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	86,500
2	69,503
3	68,000
4	67,391
5	65,460
6	65,000
7	63,312
8	51,450
9	49,304
10	46,348
Average	63,227

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

Rank	Salary
1	111,051
2	109,700
3	(93,960)
4	93,557
5	88,620
Average	99,378

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	(93,960)
2	(92,200)
3	(81,500)
4	60,000
Average	81,915

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	83,520
2	82,999
3	77,382
4	76,300
5	71,976
6	55,507
7	54,581
8	52,800
9	50,000
10	47,841
Average	65,291

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

Rank	Salary
1	75,000
2	69,863
3	60,700
4	42,772
Average	62,084

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

Rank	Salary
1	89,000
2	88,195
3	(81,500)
Average	86,232

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	102,823
2	89,708
3	72,336
4	71,065
5	65,000
6	60,012
Average	76,824

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	69,111
2	68,562
3	68,181
4	67,500
5	61,488
6	60,103
7	55,198
8	45,005
9	43,084

Average 59,804

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	(113,900)
2	90,000
3	80,000

Average 94,633

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	111,400
2	103,000
3	81,000
4	76,183

Average 92,896

TABLE II (Continued)
—SAN FRANCISCO REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	77,300
2	75,714
3	62,843
4	62,251
5	61,251
6	59,545
7	53,424
Average	64,618

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	80,443
2	64,224
3	61,400
4	57,540
5	57,197
6	52,019
7	50,625
8	45,667
Average	58,639

DEANS:
AGRICULTURE

Rank	Salary
1	104,500
2	100,239
3	87,775
Average	97,505

DEANS:
ARCHITECTURE

Rank	Salary
1	99,000
2	96,218
3	85,050
Average	93,423

DEANS:
ARTS AND LETTERS

Rank	Salary
1	(100,000)
2	83,664
3	74,000
4	72,000
Average	82,416

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	104,041
2	(100,000)
3	82,000
Average	95,347

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	112,500
2	108,510
3	98,516
4	88,032

Rank	Salary
5	86,000
6	75,750
Average	94,885

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	92,700
2	83,500
3	78,444
4	75,936
5	73,000
6	67,296
7	59,300
8	53,440
Average	72,952

DEANS:
EDUCATION

Rank	Salary
1	107,683
2	91,845
3	87,278
4	87,000
5	84,444
6	78,688
7	78,500
8	77,575
Average	86,627

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS:
ENGINEERING

Rank	Salary
1	125,400
2	115,000
3	114,413
4	112,848
5	106,920
6	95,252
7	89,292
8	81,500
9	77,102
Average	101,970

DEANS:
FINE ARTS

Rank	Salary
1	(100,000)
2	92,235
3	83,500
4	72,000
Average	86,934

DEANS:
GRADUATE

Rank	Salary
1	85,400
2	84,500
3	84,396
4	81,278
5	76,500
Average	82,415

DEANS:
HEALTH-RELATED
PROFESSIONS

Rank	Salary
1	125,600
2	86,028
3	81,000
4	79,228
5	79,073
Average	90,186

DEANS:
LAW

Rank	Salary
1	141,300
2	140,000
3	115,000
4	112,162
Average	127,116

DEANS:
SCIENCE

Rank	Salary
1	96,188
2	87,108
3	84,000
4	(82,000)
Average	87,324

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	202,500
2	198,400
3	127,749
Average	176,216

MEDICAL DEANS:
NURSING

Rank	Salary
1	83,559
2	82,013
3	75,000
Average	80,191

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University
Oregon State University
University of Alaska
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	104,000
2	100,755
3	100,020
4	100,006
5	95,760
6	85,696
Average	97,706

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

Rank	Salary
1	93,600
2	92,000
3	80,725
4	76,432
5	65,537
Average	81,659

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	85,671
2	76,392
3	71,196
4	65,515
5	58,510
6	52,042
Average	68,221

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

Rank	Salary
1	(64,293)
2	51,550
3	48,000
4	44,700
5	36,017
Average	48,912

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

Rank	Salary
1	71,550
2	71,477
3	67,956
4	65,372
5	60,070
6	54,434
Average	65,143

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	87,445
2	(80,480)
3	79,955
4	79,920
5	79,920
6	72,010
Average	79,955

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	58,656
2	50,000
3	47,882
Average	52,179

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	(77,970)
2	62,988
3	55,440
4	50,498
5	49,005
Average	59,180

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	57,946
2	39,876
3	37,164
4	37,128
5	36,296
Average	41,682

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TABLE II (Continued)
—SEATTLE REGION—

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	47,632
2	40,980
3	39,756
4	39,468
Average	41,959

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	(64,293)
2	54,264
3	49,200
4	45,352
5	42,037
6	35,402
Average	48,425

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

Rank	Salary
1	69,072
2	59,364
3	45,426
Average	57,954

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	72,446
2	63,652
3	59,520
4	55,890
5	50,000
6	46,010
Average	57,920

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

Rank	Salary
1	83,489
2	75,164
3	72,420
4	70,283
Average	75,339

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	(71,820)
2	(67,200)
3	58,330
4	58,000
5	34,965
Average	58,063

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	41,223
2	33,405
3	32,088
4	29,088
Average	33,951

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	68,795
2	58,302
3	54,792
4	53,352
Average	58,810

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	(71,820)
2	(67,200)
3	57,407
4	54,995
5	52,067
6	47,757
Average	58,541

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

Rank	Salary
1	54,017
2	48,400
3	45,510
4	43,920
5	43,560
6	42,016

Average 46,237

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	53,604
2	50,344
3	46,000
4	42,488
5	37,731

Average 46,033

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	78,084
2	73,886
3	68,931
4	68,597
5	64,501
6	51,073

Average 67,512

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	61,173
2	53,784
3	52,478

Average 55,812

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

Rank	Salary
1	50,863
2	45,531
3	39,528

Average 45,307

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	66,000
2	60,540
3	60,228
4	57,000
5	51,979
6	45,219

Average 56,828

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

Rank	Salary
1	55,049
2	49,003
3	45,224
4	44,075
5	37,164
6	35,277

Average 44,299

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	56,170
2	54,000
3	45,011
4	41,704
5	41,445

Average 47,666

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	72,120
2	58,040
3	57,304
4	53,244

Average 60,177

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

Rank	Salary
1	55,000
2	52,776
3	49,400
4	35,381
Average	48,139

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

Rank	Salary
1	85,764
2	82,480
3	79,997
4	64,958
Average	78,300

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	96,600
2	85,979
3	84,885
Average	89,155

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	(77,970)
2	71,016
3	60,382
4	53,703
5	43,056
6	42,848

Average 58,163

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

Rank	Salary
1	62,485
2	52,499
3	45,528
4	42,000
5	41,434

Average 48,789

DEANS:
AGRICULTURE

Rank	Salary
1	101,880
2	93,533
3	89,448
4	79,206

Average 91,017

DEANS:
ARCHITECTURE

Rank	Salary
1	(90,804)
2	69,904
3	55,541
Average	72,083

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	77,368
2	75,477
3	63,294
Average	72,046

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	94,500
2	92,112
3	85,380
4	78,122
5	69,222
6	63,003
Average	80,390

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TABLE II (Continued)
—SEATTLE REGION—

DEANS:
EDUCATION

Rank	Salary
1	(89,000)
2	78,423
3	77,508
4	76,200
5	66,706
6	63,003
Average	75,140

DEANS:
GRADUATE

Rank	Salary
1	68,952
2	66,564
3	58,635
Average	64,717

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	86,964
2	78,541
3	78,528
Average	81,344

DEANS:
LIBERAL ARTS

DEANS:
ENGINEERING

Rank	Salary
1	96,400
2	93,816
3	76,794
4	65,506
Average	83,129

Rank	Salary
1	(90,804)
2	78,288
3	77,932
Average	82,341

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-ONE UNIVERSITY SYSTEMS
IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-one university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities
and Colleges
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University System of Florida
State University of New York System
State University and Community College
System of Tennessee
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central
Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Wisconsin System
University System of New Hampshire

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

Rank	Salary
1	230,600
2	178,476
3	175,000
4	160,000
5	157,500
6	150,000
7	148,400
8	146,500
9	143,100
10	142,000
11	136,248
12	134,450
13	134,000
14	131,376
15	124,500
16	122,580
17	120,000
18	119,680
19	117,900
20	115,500
21	115,000
22	114,490
23	113,000
24	112,000
25	111,120
26	108,396
27	104,946
28	103,990
29	95,000
30	86,996
31	79,200

Average 130,063

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

Rank	Salary
1	160,900
2	132,700

Rank	Salary
3	130,000
4	125,000
5	124,000
6	120,750
7	117,294
8	116,500
9	115,000
10	112,154
11	(107,800)
12	107,000
13	104,904
14	99,000
15	97,000
16	90,000
17	87,970
18	86,538
19	84,800
20	84,600
21	83,730
22	81,900
23	(76,674)
24	76,394
25	67,000
Average	103,584

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

Rank	Salary
1	126,300
2	95,700
3	84,500
4	78,650
5	76,845
6	70,971
7	70,700
8	69,276
9	65,000
10	61,500
11	60,000
Average	78,131

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

Rank	Salary
1	108,600
2	90,468
3	61,445
4	57,280
5	51,700
6	47,200
7	45,540
Average	66,033

ACADEMIC OFFICERS:
DIRECTOR

Rank	Salary
1	106,400
2	88,000
3	67,900
4	42,000
Average	76,075

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

Rank	Salary
1	160,900
2	131,250
3	118,974
4	112,100
5	110,158
6	(107,800)
7	106,722
8	103,200
9	102,500
10	(85,740)
11	85,413
12	(76,674)
Average	108,453

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

Rank	Salary
1	114,660
2	105,800
3	82,680
4	76,500
5	70,000

Average 89,928

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	127,500
2	88,200
3	81,100
4	73,582
5	63,384
6	61,000

Average 82,461

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRES

Rank	Salary
1	93,500
2	(85,000)
3	84,000
4	80,200
5	79,048
6	78,825
7	69,800
8	69,000
9	68,000
10	67,867
11	61,880

Rank	Salary
12	55,700
13	55,300
14	55,000
15	45,000
16	36,126

Average 67,765

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	161,300
2	117,294
3	110,000
4	103,000
5	97,800
6	96,400
7	95,400
8	87,995
9	87,500
10	86,500
11	86,100
12	85,726
13	82,200
14	81,000
15	74,151
16	73,608
17	73,459
18	68,800
19	65,489
20	64,031
21	63,120
22	61,000
23	55,500
24	53,361
25	52,990
26	45,780
27	42,540

Average 80,446

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES

Rank	Salary
1	88,600
2	87,500
3	87,324
4	77,400
5	70,895
6	67,096
7	58,310
8	56,450
9	53,000
10	49,500
11	47,700
12	45,176
13	43,260
14	41,000
15	36,670

Average 60,659

OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

Rank	Salary
1	105,000
2	91,600
3	91,500
4	(85,000)
5	84,465
6	63,600
7	63,479
8	56,175
9	55,263
10	45,094
11	42,602
12	40,520
13	36,750
14	35,760
15	31,000
16	23,400

Average 59,451

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1989-90

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS
OFFICERS: VICE PRES/
CHANCELLOR

Rank	Salary
1	145,200
2	132,200
3	130,000
4	(127,000)
5	122,000
6	120,750
7	117,294
8	114,660
9	112,530
10	109,229
11	109,000
12	99,775
13	95,000
14	91,800
15	89,856
16	89,710
17	88,300
18	87,970
19	(85,740)
20	(85,000)
21	84,702
22	83,700
23	(82,980)
24	80,100
25	79,000
26	72,800
27	70,500
28	60,000
Average	98,814

FINANCE AND BUSINESS
OFFICERS: ASSOC VICE
PRES/CHANCELLOR

Rank	Salary
1	122,300
2	101,500
3	98,500

Rank	Salary
4	82,200
5	81,500
6	79,000
7	71,865
8	69,811
9	69,000
10	68,500
11	68,100
12	62,500
Average	81,231

FINANCE AND BUSINESS
OFFICERS: ASST VICE
PRES/CHANCELLOR

Rank	Salary
1	98,400
2	97,000
3	(95,000)
4	86,976
5	72,375
6	69,500
7	(65,800)
8	64,500
9	63,000
10	62,700
11	52,440
12	43,329
Average	72,585

FINANCE AND BUSINESS
OFFICERS:
BUDGET OFFICER

Rank	Salary
1	95,880
2	(95,000)
3	85,000
4	84,500
5	78,000
6	72,732

Rank	Salary
7	68,301
8	66,000
9	65,340
10	65,000
11	63,600
12	62,424
13	62,208
14	60,585
15	60,000
16	53,649
17	41,104
18	38,000
19	32,564

Average 65,784

FINANCE AND BUSINESS
OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	57,648
2	48,500
3	35,070

Average 47,073

FINANCE AND BUSINESS
OFFICERS:
CONTROLLER

Rank	Salary
1	(127,000)
2	106,600
3	91,000
4	89,000
5	82,394
6	80,000
7	73,754
8	73,000

(Continued)

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

(Continued)
FINANCE AND BUSINESS
OFFICERS:
CONTROLLER

Rank	Salary
9	71,244
10	68,680
11	63,630
12	62,500
13	60,120
14	55,000
15	52,400
16	52,260
17	50,000
Average	74,034

FINANCE AND BUSINESS
OFFICERS:
AUDITOR

Rank	Salary
1	91,700
2	82,051
3	80,000
4	78,750
5	72,000
6	69,300
7	68,700
8	64,000
9	63,123
10	60,849
11	60,795
12	60,500
13	60,400
14	55,527
15	54,200
16	52,987
17	52,200
18	52,128
19	51,800
20	48,047
21	46,493
22	45,000
Average	62,298

FINANCE AND BUSINESS
OFFICERS:
TREASURER

Rank	Salary
1	176,600
2	94,000
3	86,098
4	(85,000)
5	79,323
6	72,375
7	68,956
8	66,100
9	(65,800)
10	63,630
11	53,500
12	50,160
Average	80,129

FINANCE AND BUSINESS
OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	117,294
2	86,100
3	85,000
4	81,600
5	79,032
6	77,500
7	72,400
8	72,360
9	67,500
10	65,032
11	64,491
12	62,508
13	58,080
14	57,000
15	48,204
16	42,788
17	42,250
18	41,350
Average	67,805

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

Rank	Salary
1	129,100
2	117,294
3	108,000
4	107,800
5	96,000
6	88,695
7	(85,000)
8	83,040
9	82,350
10	(76,230)
11	70,989
Average	94,954

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

Rank	Salary
1	90,500
2	74,000
3	68,000
4	67,600
5	64,000
6	62,500
7	61,000
8	60,000
9	53,900
10	51,491
11	51,251
12	48,317
13	44,940
14	44,040
Average	60,110

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

Rank	Salary
1	118,100
2	101,300
3	101,000
4	100,001
5	99,500
6	97,650
7	83,400
8	(76,230)
9	68,810
10	60,639
11	54,102

Average 87,339

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

Rank	Salary
1	106,300
2	99,672
3	92,000
4	84,300
5	81,000
6	80,000
7	69,638
8	64,400
9	63,384
10	57,000
11	50,100
12	43,740
13	36,000

Average 71,349

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

Rank	Salary
1	(113,900)
2	101,000
3	99,540
4	90,000
5	87,090
6	81,117
7	68,000

Average 91,521

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	109,100
2	100,000
3	92,167
4	88,996
5	76,456
6	67,604
7	65,500
8	65,200
9	60,320

Average 80,594

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	94,600
2	92,500
3	86,500
4	63,613
5	62,880
6	60,000

Average 76,682

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

Rank	Salary
1	110,000
2	108,303
3	88,620
4	48,300

Average 88,806

FACILITIES OFFICERS:
DIRECTOR

Rank	Salary
1	88,900
2	78,000
3	77,792
4	66,150
5	66,000
6	63,640
7	62,708
8	60,600
9	58,800
10	43,893
11	41,000
12	22,930

Average 60,868

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